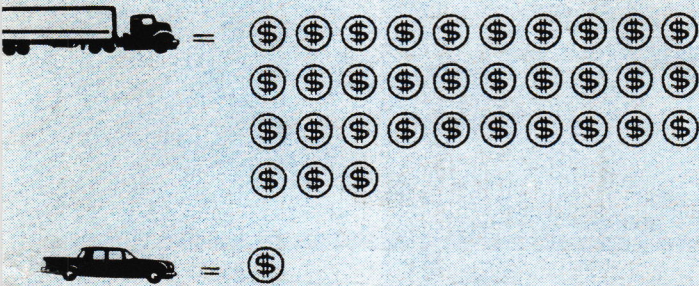
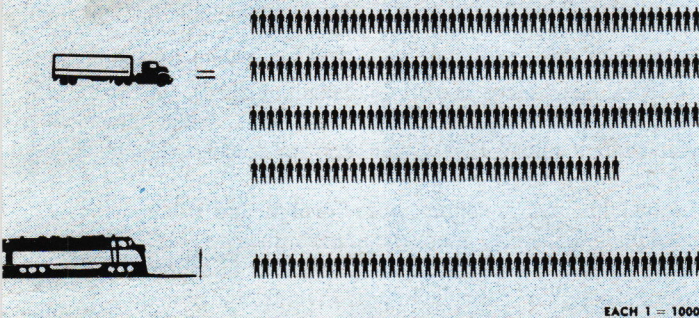


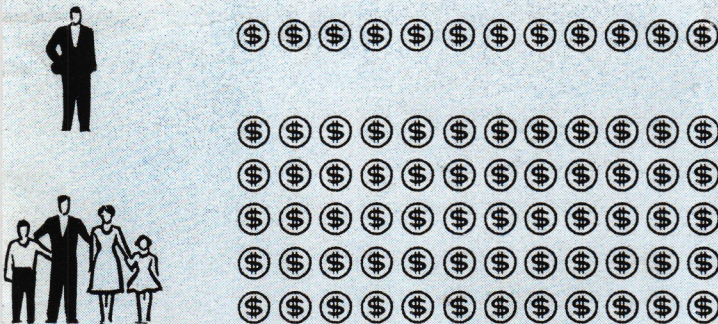
**UNDER FEDERAL HIGHWAY PROGRAM** Threat to trucking industry is threat to financing the nation's roadbuilding program. In 1959, the industry contributed \$2.8 billion in highway user taxes. This is the average cost of building 2,800 miles of modern highway.



**INDIANA** Railroad incursion on trucking industry through discriminatory rate-cutting can have severe employment impact in many states, such as Indiana. Here in a typical year, there were 241,771 trucking employees as against 34,657 rail employees.



**ALABAMA** In this state for example, loss of truck user tax would add \$12.50 per year in taxes for each man, woman, and child — some \$60.00 per year per family.



**KANSAS** A typical large Kansas truck pays as much in state highway taxes in a single year as 45 passenger cars.



# THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

## THE NATION'S STAKE IN TRUCKING

**Rail Threat to Trucking Poses Major Tax, Employment Problems For Federal and State Economies**

(See Story Inside)





## The Teamsters Salute San Francisco

**S**AN FRANCISCO, like ancient Rome, is built on seven hills, is a cultural center, and is the hub of a far-flung empire, economic in nature.

The City of St. Francis was settled first as a mission and fort in 1776. Steady growth due to the excellent harbor was boomed with the discovery of gold just to the north in 1848. Completion of the transcontinental railroad in 1869 solidified the early growth. Everyone knows of the tragic earthquake and fire of 1906 but, in addition, the city has been ravaged by disastrous fires six other times. The city census of 1960 was 715,609, making it 12th in U.S. rank. However, in the San Francisco-Oakland metropolitan area, 2,783,359 people live and more arrive every day. Residential areas extend far south on the peninsula, north across the Golden Gate Bridge and east across the Oakland Bay Bridge.

Since the very beginning San Francisco (never call it "Frisco!") has been a trading center. Today four

major rail lines, numerous ship lines, 12 domestic and many foreign air lines and more than 100 common carrier truck lines serve the city's transport needs. More than 600 truck operators have agencies here. There are 40 local unions and 69,200 members in Teamster Joint Council 7.

Principal businesses, apart from foreign and domestic trade, include banking, insurance, manufacture of food products, and the service trades. The latter is especially important since this is the favorite convention city of millions of Americans. The mild climate both summer and winter, hundreds of wonderful eating places, beautiful scenery, tourist attractions such as Chinatown and Fisherman's Wharf, the great hotels and wonderful shops, all combine to make San Francisco one of the world's most fascinating and cosmopolitan cities. THE INTERNATIONAL TEAMSTER takes pleasure this month in saluting "The City By The Golden Gate."

AMERICA'S CITIES *No. 12 of a Series*





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# THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

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February, 1961

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### *The Nation's Stake in Trucking*



The International Teamster has a monthly circulation of 1,321,000 and an estimated readership of 3,510,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to:  
Teamsters Union, Office of Public Relations and Publications,  
25 Louisiana Ave. N. W., Washington 1, D. C.  
Jake McCarthy, Director; Jim Harding, Sam Portwine.



POSTMASTERS—ATTENTION: Change of address cards on Form 3579P should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington 18, D. C. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in U.S.A. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.)





## Court Rules Local Can Aid Another

The U. S. Court of Appeals ruled last month that a Teamster Local may assist another Teamster Local through participating in a picket line at a primary employer's plant, and may request its members working for neutral companies not to cross the picket line.

The Court ruling involved Teamsters Local 743 in Chicago and the Aetna Plywood and Veneer Company. Local 743 struck Aetna, and in the course of the strike put up a picket line at an Aetna-owned subsidiary in Milwaukee, Wisc.

Teamsters Local 200 in Milwaukee, representing the employees at the Aetna subsidiary, assisted Local 743 by providing relief pickets, and advising Teamster members from other firms not to cross the picket line.

Earlier, the National Labor Relations Board upheld the legality of the Local 200's assistance, and the Court of Appeals sustained the NLRB decision.

## ILWU Ratifies Automation Fund

The West Coast Longshoremen last month ratified the \$5-million a year Mechanization and Modernization Fund negotiated by Harry Bridges, president of the International Longshoremen's and Warehousemen's Union.

The margin of ratification by the Longshoremen was by better than a two-to-one margin. Twenty-eight of the 29 longshore and clerks locals approved the agreement in referendum balloting.

## Wisconsin AFL-CIO Asks IBT Return

The Wisconsin State AFL-CIO last month added its voice to the growing list of unions and state bodies calling for readmission of the Teamsters Union to the AFL-CIO.

The Wisconsin resolution, urging its parent body to reinstate the Teamsters, declared that "the Wisconsin labor movement has sorely felt the absence of the Teamsters honest, intelligent, unselfish and devoted leadership."

## Iowa Considers Truck Length Law

Truck-length laws in the state of Iowa, long considered a barrier to the growth of transcontinental trucking, will be a subject for discussion in the 1961 session of the state legislature.

L. E. Crowley, executive secretary of the Iowa Motor Truck Assn., said he will seek a 10-foot increase in the allowable length of trucks from the present 50 feet to a limit of 60 feet. The limit was boosted from 45 feet to 50 by the 1957 legislature.

Crowley pointed out that nearly all the western states and some in the east allow lengths of 60 feet or more, including Nebraska. "Iowa is at the crossroads of the nation in truck traffic. Other midwestern states all report there is no use in boosting their truck-length laws until Iowa acts."

He said that a 60-foot limit is permitted from the Missouri River all the way to the Pacific coast.

## Local 743 Sets Up 4 Scholarships

Don Peters, president of Teamsters Local 743 Chicago, announced last month the establishment of four annual \$500 scholarships for the children of members of Local 743.

"We are proud that our Union has grown and maintained its strength so successfully that we can extend to four of the worthiest children of our members an opportunity for higher education, which they might not be able to have otherwise," Peters said.

Two \$500 scholarships will be given to a boy and girl graduating in January 1961, and two more will be awarded to a boy and girl graduating in June 1961. This will be a continuing annual practice.

Awards will be made on the basis of high school transcripts and extra curricular activities. Children of all Local 743 members in good standing will be eligible to apply.

## JC 84 in Drive On Depression

Teamsters Joint Council 84 in Charleston, W. Va., has joined in the massive citizens' drive to remedy the economic depression that has plagued the state for approximately 18 months.

E. A. Carter, president of the Joint Council, announced last month that in cooperation with the West Virginia Federation of Women's Clubs the Joint Council had purchased an elaborate, four-colored brochure for nationwide distribution.

Carter said, "We are most anxious to do what we can in aiding West Virginia in its recovery of a temporary economic situation due primarily to unemployment."

"If Teamster members or friends should choose West Virginia for a vacation or business trip, please call on the Joint Council to be of any assistance in making your reservations or helping in any way to make your visit more enjoyable."

## Canada Local Sets Benefit

Teamster Local 647 in Toronto, Ontario, Canada has scheduled a St. Patrick's dance with all proceeds going to the Retarded Children's Fund.

The event, which will be sponsored by the local union's social and recreation committee, is part of Local 647's continuing interest in civic and community projects.



## Automation and the Worker

Technological change is a polite word for automation—and when most people use the term, they have the habit of saying that “in the long run automation will help the worker.” What they seem to forget, however, is the fact that people, those who work in our factories and fields, don’t live in the long run. They live in the short run—right now.

One of the most important jobs of this International Union, then, is to make sure that we are equipped to make life livable for the American worker now—in the short run.

The greatest tool we have at our command to help us do this job is collective bargaining. I believe that we can use collective bargaining to maintain employment security despite the continual growth of so-called labor saving devices.

It would seem that collective bargaining’s role in solving some of the immediate problems of automation is in two parts: to ease the hardships and burdens of those workers displaced because of adjustment and change; and to protect the earnings, job opportunities and conditions of those workers retained after the adoption of automation.

Certainly collective bargaining can and must help to adjust the rate and time of the introduction of automation. The workers and their unions should be consulted when management plans call for a shift into pushbutton operations. With reasonable advance notice of such change, labor unions can intelligently take a searching look at the possible effect a new process or machine will have on its membership in terms of earnings, seniority, and working conditions.

Contract provisions can provide for the re-opening of a labor agreement in order to discuss new operational methods involving the possible displacement of employees. Such things as the permanent or temporary status of new hires, retraining classification, rates of pay for new operations, shorter hours and relocation allowances can become a part of collective bargaining. This can greatly minimize layoffs and undue hardships for the workers.

In my opinion the prime consideration that must be assumed by all labor unions in this country facing the problem of automation, is to see that no employee, particularly the older worker, is thrown on the scrap heap because he presently lacks the skills demanded by industrial change. We cannot and will not allow a worker’s years of faithful

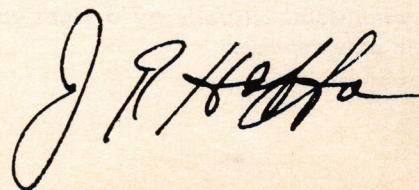
service to be plowed under for the sake of a new technology alone.

I believe that we should insist, through collective bargaining, that such a worker be retrained at company expense to operate, maintain or otherwise service the machine that threatens to replace him. I believe that retraining programs will be able to convert present employees to skilled technicians and allow them to advance to better jobs without severe time or capital loss to management. I am sure this would be the case if, as we have discussed here, unions are consulted prior to technological change and were briefed as to when and how such changes are to be made.

Much has been said about the worker sharing in the savings of automation. If there is merit to this concept, and I think there is, we are talking about collective bargaining again. For example: if operational changes reduce unit labor costs, then appropriate pay adjustments become a subject for the bargaining table. It is simple economics that higher productivity must mean higher wages if the employee is expected to be able to buy back a percentage of what he produces. And, of course, wage increases from another point of view are perfectly justified when we consider the greater skills required by technological advances.

If we were to sum up this problem I am sure we would find that unions and management must put their heads together and come up with a program designed to create a sure market equipped to purchase the output of a production system based upon highly automated industries.

If we are to achieve this market we must remember that the American worker is the purchaser. We must not forget that he must have sufficient money in his pocket, the year-round, to keep an automated economy on an even keel. If he is not considered in the scheme of new technology, the system will fail from the very beginning, for an economic system employing automation relies upon very high production for its success. Without steady and full employment for the worker, automation has automated itself out of business.





# LABOR'S LIFE IN A POLICE STATE

Teamster President James R. Hoffa and other Teamster leaders live in a fish-bowl world of police-state proportions. Every move is watched or monitored by government agents—federal, state or local—in hopes of “finding” an infraction of law.

Certainly no individual or group in America can boast—as can the Teamsters and their leaders—that they get a clean bill of health every day from law enforcement representatives. Under constant surveillance—from the court-appointed Board of Monitors to America’s secret police (the F.B.I.) to local cops—Teamster leaders have

day-to-day proof that they are law-abiding citizens.

However reassuring this may be, such constant harassment of private citizens is inimical to the American concept of freedom. Through it all, the great champions of civil liberties in the United States (wherever they may be) have “taken a powder” when it comes to the Teamsters. Nowhere in the land is a voice of protest heard.

Last month, the Chicago Tribune, no advocate of liberal causes, carried a news account by ace reporter George Bliss. This account, printed below in full, relates events that really happened in America in the 1960’s.

By George Bliss in the Chicago Tribune,  
January 1, 1961

James Riddle Hoffa, teamster union boss, is probably the best “guarded” man in Chicago, whether he likes it or not.

For the past two months Hoffa has spent most of his time in the south side Shoreland hotel where he has been meeting with trucking company representatives in contract talks.

Almost every move Hoffa and his lieutenants make is closely observed by a number of undercover agents. Some have been identified as federal agents and others as detectives from the recently formed undercover unit of the Chicago police department.

Wherever Hoffa goes, one or more automobiles follow him. Recently Chicago police were seen watching Hoffa as he helped dedicate a new teamster local building in Gary.

Although the constant attention accorded Hoffa during his visits here have irked some of his associates, the teamster boss doesn’t seem to mind a bit.

When the undercover detail was first assigned to Hoffa, the detectives did their best to avoid discovery and keep Hoffa and his associates from knowing they were being watched. But any such pretense was dropped after about a week when the detectives tailed Hoffa to Midway airport for a flight back to Washington.

Hoffa shook hands with his aides and suddenly walked across the terminal building to a detective who stood casually by a cigar counter “engrossed” in a newspaper.

“Goodby, Larry,” Hoffa said, extending his hand. “I’ll be back in Chicago in a couple of days and see you then.”

The detective speculated that Hoffa must have a pretty good undercover department of his own to know the names and faces of the men assigned to him.

Hoffa, when asked about the vigilance of his “bodyguard,” commented: “At least they could help me with my baggage once in a while.”

Some detectives noticed that they themselves were closely observed while sitting in the lobby of the Shoreland hotel. Teamster officials took turns giving the undercover agents a good once over with binoculars. At another time one of the detectives noticed a union official taking his picture with a candid camera.

“They must have a pretty good picture file on us by now,” the detective said. It was also learned that teamster aides have trained cameras on federal agents who have been seen coming in and out of the hotel at frequent intervals.

Capt. John Moss, head of the police undercover squads, said he couldn’t comment on why his men were watching Hoffa and other teamster leaders so closely.

“I will say though that we are interested in the labor movement and that we want to know who the labor leaders are,” Moss said.





"I say in good conscience to this Committee — the Teamsters Union does not deserve to be castigated in this way . . ."

—President Hoffa

## Four Years of Smears

### 'Union Clean As Any': Hoffa

**SENATOR** John L. McClellan's home state of Arkansas has a minimum wage of one dollar per day for women (see box page 6), IBT President James R. Hoffa reminded the union-busting Senator's committee last month in entering a strong objection to the committee's hypocritical pose as "champion of the working man."

As the labor-hating committee began its fourth year of harassing the country's largest union, Hoffa asserted from the witness chair that the Teamsters Union "is doing a far better job than anybody in this country" in protecting the rights and interests of working people.

The Teamster General President, in his 15th and 16th appearances, with

anger in his voice told McClellan that "it is incorrect when you sit there and make a statement that this International Union is not as clean or cleaner than any international union in the world. . . ."

"You try to castigate me every time I come here and castigate this union so you can get a headline. I don't think that is what this committee is for, sir, and I tell you that truthfully. As an American citizen and taxpayer, I object to it."

Hoffa also vehemently denied a charge made earlier by the committee, based upon an alleged "recording" made by New York police officers in bugging a room, that Hoffa had told a New York Teamster official it was all right to take money.

"It is a lie," Hoffa shouted at McClellan.

"I seriously question the police department of New York. . . . I am certainly familiar with transcripts of tape, and I am certainly familiar with the fact that if you want to delete something from a tape you can delete it, and if you want to add it, you can add it. . . . I say it is a lie," Hoffa declared.

He angrily told the committee: "Let the record show that what you are reading from is a partial transcript of a conversation in which 19 different times they indicated that the conversation was unintelligible. Yet each time they could find something derogatory, it was very 'understandable'. . . . I am not bound by what you say



or anybody else states. I am only bound by what Hoffa talks about. If he (a local union official) went back and made that report (that Hoffa told him he didn't care if he took money), he is a liar, and I say it for the record."

#### Rehash of Old Charges

The latest round of labor-baiting by the Committee quickly degenerated, as usual, into a rehash of old, unsubstantiated charges and an attempt to lay the blame upon Hoffa for a situation allegedly existing in a New York local union.

Hoffa told the Committee he had no knowledge regarding the allegations and read into the record a statement recounting the benefits and service that local union has rendered to its membership.

Referring to Local 239 in New York, Hoffa told the committee that

"this is not a record to be ashamed of and should not be castigated here in front of this committee for what somebody may have done who is not now presently an officer."

Allegedly trying to show that Hoffa was negligent in removing "undesirable" elements from the IBT, the committee accused Hoffa of failing to act in this regard.

#### 'Get Them Out'

But Hoffa told the committee that "I sent word to every local union through the joint council presidents: 'Do you have anybody on the payroll that is wrong? Get them out.'"

The Teamster president declared that "we are the only international union to my knowledge in the United States that sent out a questionnaire after passage of the new labor law . . . asking pertinent questions drafted by our lawyers to be sure that they were

in compliance with this new law. . . . Six people were relieved of their responsibilities. . . . They relieved themselves, having knowledge of the law, having recognition we would comply with the law. . . .

"I know of nobody on the payroll of any local union, joint council, conference, or any international position, that is in violation of the law."

But Hoffa vigorously defended the right of men accused of crimes to a fair trial and exhaustion of their legal rights.

"The constitution of these United States," he said, "and the system of our courts, do not condemn people nor expect individuals to walk around this country with a placard on them that they are guilty of a crime until they have gone all the way to the Supreme Court of the United States."

Defending the rights of local unions to autonomy, Hoffa told the committee that "autonomous local unions have a procedure to follow for trial procedures."

#### Can't Pre-Try a Man

McClellan asked: "You take the position that you have no duty until after the fellow is convicted?"

Hoffa answered: "I say I have no duty to pre-try an individual."

Responding to allegations by the committee that several individuals were on the payroll of Local 239 although the committee could find no evidence of the work they performed, Hoffa asserted: "I did not inquire as to what they were being paid or the circumstances of the money since they are required by law to file a form with the U. S. government, and if that form is improper, they are subject to prosecution. Therefore, it was not my responsibility to usurp the powers of an autonomous local union."

"If you will read Title One of the new law that you helped pass, you will find that I am required as general president to comply with the constitution of our International Union by which the autonomous local unions have a right to expect their autonomy respected."

Defending the right of accused individuals to a fair hearing and trial, either in the union or in the courts, Hoffa declared that "unless we have a fascist government, I question whether this country will ever take away the right of cross-examination and due process of law, and that is what they are entitled to and that is what I am trying to get for them."

## McClellan Pretense Hit

President Hoffa strongly challenged the right of Senator John L. McClellan to pretend he is a "friend of the workingman" when his home state—Arkansas—provides by law a minimum wage of \$1.00 per day for female employees, and \$1.25 per day after six months employment.

"When you castigate the men who come before this Committee," Hoffa said, "it is well to understand that, strange as it may seem in the year 1961, there are laws in this country, particularly your own state, Senator," where such laws prevail.

"These are the minimums required by law per day, sir. You may see it in Sections 78, 81, and 613—Sections 80, 81, 617, Sections 81, 601—applying to manufacturing, mechanical or mercantile laundry, express or transportation, building and loans, insurance companies, etc.; among the exceptions are farm labor and domestic labor, for whom no minimums are set."

Hoffa pointed out that in the same state of Arkansas, he had just completed a new contract (see page 11), providing among other things a \$200 per month pension, a wage and fringe package providing for an increase of 42 cents per hour, bringing wages at the end of the three-year contract period to almost \$3.00 per hour.

"Our organization has prospered, despite harassment, despite the passing of oppressive laws. I say in good conscience to this committee that the International Brotherhood of Teamsters does not deserve to have sly remarks made, articles written, and comments of individuals castigating 1,700,000 free Americans and their families. . . .

"You go on to say," he continued, addressing McClellan, "that you are going to pass" a \$1.25 per hour minimum wage. "I say this pleadingly to you, that there are over 30,000,000 American workers, whose families live on less than \$40 per week."

"Many Americans," Hoffa said, "fail to recognize that the American people, as the people of the world, are no longer willing to sit still, no longer willing to accept the philosophy that they are not entitled to do for themselves what they know they can do by concerted effort."

"I hope you gentlemen in passing legislation will recognize that in a free, democratic society of America, under free enterprise, the American workers are much smarter than they are given credit for. They take care of who treats them right and who treats them wrong."



Jerome Adlerman, chief counsel to the committee, insinuating that Hoffa was afraid to remove certain individuals from office who are on the committee's "list," got this answer from the Teamster president:

"Let me tell this committee something: Hoffa isn't afraid of anybody. . . . I am talking to Mr. Adlerman, when he asks me if I am afraid. I am not afraid of anybody and I make it as a flat statement. Nobody. I can only die one time in this world and I am not worrying about that happening. Nobody need try to test my guts. They are in pretty good shape. . . . You can just bet Hoffa is not afraid of anybody in the Teamsters Union or in the country."

Said McClellan: "Put that down finally for the record, that Hoffa is not afraid, period."

#### Challenge to Adlerman

At another point, Adlerman said to Hoffa: "You pride yourself as being a man of action. You pride yourself as being a good union executive."

"Do you doubt it?" Hoffa shot back.

"I doubt it," Adlerman said.

"You ask the members of this International Union. If you want to run against Hoffa you come to the convention and try to run against me," Hoffa answered.

"I would hate to do that," said Adlerman.

**President Hoffa hands documents to committee aide. IBT Attorney David Previant is in foreground.**



"You wouldn't win. You wouldn't get one vote," Hoffa charged.

McClellan then said to Hoffa: "You might not win if you ran against him (Adlerman) as a constable up in his town."

Responded Hoffa: "I'd take a shot at it."

Earlier in the two-day hearing, Hoffa vigorously protested the committee's previous charges that the General President had indulged in "forgettery."

He said to McClellan: "I have read

statements of yourself and others on this committee, where you have constantly made derogatory remarks concerning the fact that I would start a statement off by saying, 'To the best of my present recollection,' and ridiculing that statement."

Pointing out that it is impossible to recall everything that happened years ago—conversations, meetings, events—and the threat of perjury if a witness answers incorrectly, Hoffa demanded of the committee the right to prior notice as to what areas would be covered by the questioning.

McClellan told him that "no one wants you to answer questions except to the best of your knowledge and recollection. . . . You certainly have a right to qualify your answer by saying 'to the best of my recollection' or 'I do not remember. . . .'"

#### Asked Bill of Particulars

Hoffa charged that the committee had refused to give him a Bill of Particulars regarding the charges to be made against him—something he would get "in any court in the United States."

The Teamster leader told the committee: "If you will read the statement of (former) Senator Ives that has been highly publicized and it has been put on TV across this United States, and also in Canada, you will find he very conveniently made a remark that Hoffa has the 'best forgettery' of any man he ever met, because I qualified a statement because I had not been given information or notice of the topic or subject

## The Rights of Man

An exchange between President Hoffa and Sen. Sam J. Ervin of North Carolina on the subject of rehabilitation of individuals took place as follows:

ERVIN: "Would you do nothing to remove a man from office in a local union, notwithstanding the fact that his character might render him unfit for that office?"

HOFFA: "Senator, I will remove a man from office who is not in compliance with the law; but I say to you that I have a very fixed feeling which will not change, to the effect that once a man has paid his penalty to society, he should not be persecuted the rest of his life, but should have an opportunity to be rehabilitated in any line of endeavor he desires to go into.

"And I would not, and I make it for the record, I would not scour this country to try and find individuals who may have had some unfortunate incident in their life and remove them from office, if the members of those local unions affected wanted to have them as their officers. Your law, and you admitted it, and so did all the Senators, so did all the Congressmen, that this was the proper right of American citizens.

" . . . In most states of the Union, it doesn't take five years after his crime is committed before a man is able to run for office, a Senator, a Congressman, a Councilman, a Mayor, a Judge, or whatever he may want to run for. Why deprive (a union man) of the same rights you want?"



in order to properly investigate and come in here with a specific answer. . . .

"There isn't one of you, Senator, sitting up there that would accept that for yourself, or your committees that you represent in the Congress of the United States. You would at no time, in my humble opinion, be willing to go in front of your committees or the Senate of the United States without having an opportunity to brief, investigate, and be properly aware of the topic or subject that you are going to be asked about. That is all I ask."

#### Cites 'Waiver Doctrine'

Hoffa also strongly defended the right of American citizens to invoke the Fifth Amendment, citing the so-called "waiver doctrine" under which the courts have held that a man may waive his right to take the Fifth Amendment on certain questions if he answers other questions. He also defended the right of individuals to be rehabilitated in society after once having been convicted of crime (see related stories).

### The Right of Self-Protection

On the subject of the Fifth Amendment, President Hoffa told the Senate Committee:

"Senator, I say to you in all good conscience, any person who comes here in front of this committee, without having (prior notice of the subjects of interrogation), and attempts to testify here by recollection, is placing himself in jeopardy and placing himself in a position of being tried for perjury by a slip of the tongue or by error.

"I don't question anybody's right, and you should not question anybody's right, in coming here and taking the Fifth Amendment . . . He has a perfect right to do it . . .

"When a layman comes in here and lays himself open to skilled interrogators . . . who have to try to answer questions from memories when you have had weeks and months to prepare the questions . . . is placing a man at a disadvantage, and he should not be required and should not be ridiculed when he recognizes the fact that while he personally may not have committed any crimes, and he feels perfectly pure in his own conscience, if he tries to answer (such questions), then he is a fool . . .

"I personally think many times, and I have stated it publicly, that I am a fool for coming here and trying to give this committee information and trying to answer questions as I do on the spur of the moment, when each question you ask me could subject me to five years in jail if I made a mistake. . . .

"And I don't propose to sit here and humble myself by saying that there is something wrong with the American system of government where a man has a right to take the Fifth Amendment, and it does not mean he is guilty, either, Senator. . . ."

Hoffa has never taken the Fifth Amendment.

## Record of Gains by New York Local Does Not Deserve Abuse, Hoffa Says

The McClellan Committee, in its latest round of hearings, dwelt principally upon the affairs of Teamsters Local 239 in New York City, and President Hoffa read into the committee's record a statement defending Local 239's service to its membership.

"This is not a record to be ashamed of and should not be castigated in front of this committee for what somebody may have done who is not now presently an officer," Hoffa declared.

Hoffa had testified earlier that he had ordered the removal of Sam Goldstein as president after his conviction for attempted bribery, and that Antonio Corallo had resigned as vice-president after Hoffa had ordered the local to straighten out its affairs.

Hoffa pointed out that Local 239 was chartered in September, 1954.

"From 1954 to present date, the local union has organized approximately 550 shops, most of which are under association-type agreements.

"Prior to the organization of the parts industry, drivers, machinists, parts clerks, made little more than \$1.00 per hour, worked an average 55-hour week, with little or no security or other fringe benefits."

At the present time, Hoffa testified, Local 239 members enjoy the following benefits:

1. The work week has been reduced from the previous 55-hour average to a 40-hour week without reduction in pay.

2. Scales and classification rates were introduced on an industry-wide basis so that the average wage in the industry today for drivers is approximately \$2.02½ per hour; for machinists and senior parts clerks, about \$2.50 per hour; for warehousemen, about \$1.80 per hour; and other comparable rates for various classifications.

3. Local 239 members today receive two-weeks vacation after one year of service, six days sick leave, eight paid holidays, and other important union and job security features.

4. Employers contribute \$15.50 per month to the Local 239 welfare fund, to provide Blue Cross hospitalization, a choice between two group health plans, a life insurance policy and an optical plan. The health plans both provide for complete doctor's visits at home and in the office, specialists' care and other medical services, both for the member and his family. There is no cost to the Local 239 member for this plan.

5. Last April, employers began to contribute to a newly-established pension fund.

Hoffa pointed out that "Local 239 today is firmly entrenched in its automotive parts jurisdiction, with approximately 95 per cent of all the shops included. . . .

"In the relatively short period of its existence, the union has succeeded in more than doubling the hourly rate of all its members, and providing fringe benefits which are equalled only by long-established local unions organized for periods in excess of 25 or 30 years."

Hoffa said that at the time of its chartering in 1954, Local 239 had about 600 members. The membership today is nearly 4,000.





Press (front) and curiosity seekers (rear) packed hearing room for McClellan inquisition of Hoffa, Gibbons, lending atmosphere of kangaroo court.

## Gibbons Describes 'Constant Witch Hunt' By O'Donoghue as Chairman of Monitors

Former Monitor chairman Martin F. O'Donoghue engaged in a "constant witch hunt" during his period on the Board, Executive Vice President Harold J. Gibbons said last month in his brief appearance before the McClellan Committee.

O'Donoghue earlier had appeared as a "star witness" for the committee and repeated many of the charges he had filed alone in court because he couldn't get the other two Monitors to agree with him.

The calling of Gibbons before the committee, just as in the case of President Hoffa (see page 5), was obvious harassment in view of the fact that there was little or no substance to the inquiry.

But his appearance did give Gibbons a chance to join with Hoffa in denouncing the committee's customary disregard for constitutional rights.

"I join President Hoffa in a 100 percent conviction that no man is guilty until such time as his appeals are exhausted," Gibbons declared. "I want to add further that I am in very good company in that position because the Congress of the United States, when a man is indicted for wrongdoing, be it no matter how serious the crime, when he has had his day in court and has been found guilty and he goes up on appeal, he continues to sit as a member of the

honorable body of the United States Congress. I say that with the deepest respect for the Congress and I think the Congress is right in doing that."

Gibbons declared that "the history of the appellate courts is adequate evidence of the fact that juries do make mistakes because they have time and again reversed convictions of lower courts."

He also told the committee that the phrase "misuse of union funds" is easy to throw around.

"Anyone who is extorting union money, that is a serious crime, and I have no patience for that person," Gibbons said. "But when you get on the matter of misuse of union funds, you are in an area which is very difficult to determine."

"Every day that I approve an expenditure in my local union, I ques-

tion in my mind whether I am not violating the law, because it says all moneys must be spent on behalf of the rank-and-file. What this constitutes is going to take many years of litigation to determine.

"I don't know, if I give \$5,000 to a charity, whether this is on behalf of the membership. I personally think it is. In the mind of some judge, three years from now, I may go to jail for that fact."

O'Donoghue's presentation, long and rambling, covered most of the points he raised during his term as "impartial" chairman of the Board of Monitors.

He dwelt longest on Local 107 in Philadelphia, which has been a pet target of O'Donoghue and the committee for two years. Gibbons is a member of a three-man panel appointed by President Hoffa to investigate charges brought by a group of members against the officers of the local. As such, he was excused by the committee from discussing the Local 107 situation, on advice of his counsel.

"I am as unhappy as anyone in this room that I cannot discuss this case openly with this committee," Gibbons declared. IBT chief labor counsel David Previant told the committee it would be inappropriate for a panel member to discuss charges currently being weighed by the panel.

But President Hoffa, in his earlier appearance before the committee, read into the committee record a report by Price-Waterhouse accounting firm in which it declared that charges made earlier by the old McClellan Committee against Local 107 were not sustained by the evidence in the committee's possession. (*See Teamster, October, 1958.*)

Hoffa also referred in his testimony to earlier exchanges between O'Donoghue and Senator Carl Curtis of Nebraska. In these remarks, Curtis inquired of O'Donoghue whether the Federal courts would have the power to punish Teamster officers with contempt citations if they failed to carry out court orders. O'Donoghue agreed that the courts would have this power.

But O'Donoghue, seeking to belittle union officers, apparently failed to grasp Curtis' point: that if his charges against the union were as serious as he tried to make them sound, he should have gone to court, not the committee.



O'Donoghue before Committee



## Teamster Wives Forming Committees To Fight ICC-Rail Rate Practices

**TEAMSTER WIVES** throughout the Central Conference of Teamsters have been organizing into committees during the past three months to inform elected officials of the Federal and State governments that the Interstate Commerce Commission and the railroads are attempting to destroy the car hauling segment of the trucking industry.

The two most active groups of Teamster wives are probably from Local 95 in Kenosha, Wisc., and Local 299 in Detroit, Mich. The Teamster wives are not necessarily from these cities since in many instances Teamster members purchase homes close by the terminals where new cars are made ready for shipment.

The Teamster wives have been writing to their Senators, Congressmen, Governors, state legislators, members of the Interstate Commerce Commission, and even to President Kennedy.

They have circulated petitions across the nation through their husbands and fellow Teamster members. They have contacted the main street merchants in the towns and cities where they live, and told them what they stand to lose, if the trucking companies are put out of business.

Public panel forum discussions have been conducted with the panels consisting of representatives from the trucking companies, the Teamsters Union, and local businessmen.

The local newspapers have been invited in for briefing on just what the issues are, and how the community will be affected. Letters to the editor have stimulated public discussion of the problems, and increased understanding of the Teamsters side of the issue.

In Coldwater, Mich., the Teamster wives presented their facts in such a constructive way to the local newspaper that the editor, after doing additional research, wrote an excellent editorial presenting the facts of the situation.

The ladies from Local 95 have personally visited with the Wisconsin Governor Gaylord Nelson and Iowa Governor Norman Erbe. They too presented their facts in such a constructive manner that each of the Governors immediately contacted their Congressional delegations in Washington, D.C., asking that they look into the ICC-railroad combination.

Word of the success of the Teamster ladies has spread, and similar organizations are getting into operation in St. Louis, Mo., Atlanta, Ga., Kansas City, Mo., just to name a few.

Teamster President James R. Hoffa has encouraged the ladies to organize their committees, and to exchange information as to the best way of accomplishing the job of informing the general public of the battle against the railroads' invasion and piracy of the trucking industry.

### Wives Call on Iowa Governor



Iowa Governor Norman Erbe greets Teamster wives from Local 95 for a discussion of unfair piggyback rates. The ladies (from left to right) include: Mrs. Lena Janes, Mrs. Lucille Garmon, Mrs. Evelyn Rains, Mrs. Pruda Nunnenkamp, Mrs. Norma DuVall, and Mrs. Barbara Jean DuVall.

### What You Can Do

How to write a letter to a Congressman or Senator is a question that is frequently asked by Teamster members, their families and friends these days.

The number one rule to follow is to write the letter in your own words describing exactly how the unfair piggyback rates awarded the railroads by the Interstate Commerce Commission are affecting you, your family, friends and community.

Any type of form letter that you merely address to a Congressman or Senator, and then sign your name, is more than likely to get the same kind of a form letter reply.

Congressmen and Senators are impressed when their constituents take the time and effort to write them an original, serious letter, stating in their own language, their problem.

This is particularly true when Congressmen and Senators receive a large number of this personal-type letter. It indicates to him that there is a serious problem in his district or state that deserves his personal attention.

Always keep in mind when you write that you have a vote. This is a fact that politicians understand, and after all your Congressman and Senators would not be in office if they were not politicians.

You know what your personal situation is as a result of the ICC-railroad combination. For additional information covering a wider range, the *International Teamster* magazine (see issues from November through current number) and special publications distributed by the International Union can supply you with the necessary material to write the type of letter that will alert your Congressman and Senators.

If you feel that your Congressman and Senators have not given you a satisfactory reply to your first letter—write them again!



## 42-Cent Package Sets Pattern

# Contract Won in Midwest, South

**THREE MONTHS** of intensive and complex negotiations resulted in a history-making victory for the Teamsters Union last month in Chicago when 7,000 trucking companies in the 13 central states agreed to Teamster demands on new over-the-road and local cartage contracts covering some 200,000 drivers.

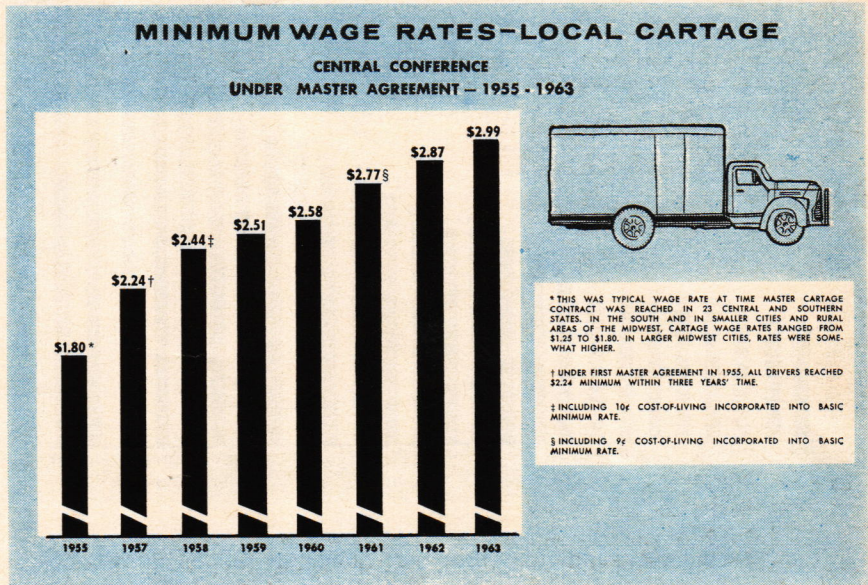
At month's end, the contracts had been extended to ten Southern states, bringing a total of 22 states under terms of the agreements.

General President James R. Hoffa, who headed up the Teamsters negotiating team, called the new contract a tremendous victory for the standard of living of Teamster truck drivers and their families.

Under the new three-year agreement, a minimum cartage hourly rate of \$2.99, plus cost of living, will be in effect at the beginning of 1963.

Total economic package, including welfare and pension benefits, will amount to 42 cents per hour over the contract period, Hoffa announced.

The contract was achieved in the



face of the toughest front yet presented by trucking employers, who borrowed the so-called "General Electric approach" which has proved troublesome to other unions (See January *Teamster*). In this case, their strategy did not work.

The Central States agreement his-

torically sets the pattern for the Southern Conference, whose contract also expired on Jan. 31.

It is also expected to set the pattern for the following contracts which expire in the next few months. West Virginia and Bedford, Pa. (January); New England and Maine (April); Western Pennsylvania (May); Western Conference (13 states), (June); Upstate New York (July); Carolinas, Virginia, and the Washington, D. C.-Baltimore area (August).

Agreement was earlier reached on a new multi-local New York-New Jersey contract, which runs until August, 1962.

Wage features of the contract provide 32 cents per hour for city cartage drivers (10-10-12) in all midwest states except Michigan, Indiana and Ohio where existing rates were higher. Where such a differential existed, drivers will get 28 cents per hour (10-8-10) in order to eliminate the differential.

The wage scale was built upon the minimum hourly rate currently in effect in many midwest cities—\$2.58 per hour (some areas are higher). A 9-cents cost-of-living increment gained over the past three years was incorporated into the basic rate (bringing the minimum to \$2.67). This minimum will go to \$2.77 the first year,

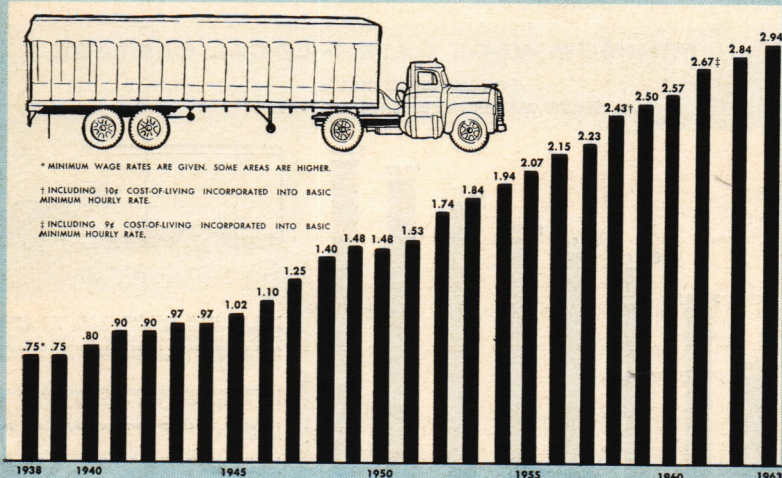


Shown at contract signing are: J. R. Wilson, left, seated, spokesman, Over the Road Motor Carrier Employers Negotiating Policy Committee; President Hoffa; Mike Healy, chairman, Central States Drivers Council. Standing are William Dannevik, chairman, City Committee Employers, at left, and George T. Kennedy, federal mediator.



## HOURLY MINIMUM RATES—OVER THE ROAD

MIDWEST AREA  
UNDER AREA AGREEMENT—1938-1963



\$2.87 the second year, and \$2.99 the third year, plus any cost-of-living increments gained during the life of the contract.

Road drivers receive 28 cents an hour increase in all states (10-8-10), and a quarter-cent increase in the mileage rate each of the three years of the contract. Mileage rates vary, depending upon the type of equipment driven.

Health and welfare contributions made by the employer, amounting to \$2.50 per week per employee in the expired contract, will be increased to \$3.00 per week during the first year and \$3.50 per week during the third year of the new contract.

### Increased Benefits

The new health and welfare payments will mean a more liberal schedule of benefits for Teamster members and their dependents.

One of the greatest gains made by President Hoffa and his negotiating team in the fringe benefit areas rests in a dramatic improvement in the Central Conference Pension Plan.

Pension contributions made by the employer, currently \$4.00 per week per employee, will be increased to \$5.00 per week the first year and \$6.00 the third year.

The new pension program is expected to enable truck drivers in the Central Conference to receive \$200.00

per month in retirement pensions at age 60 with 20 years of service in the trucking industry.

Additional benefits for union members covered by the midwest pact are found in improved language in key provisions such as the protection of rights clause.

The new agreement also calls for an improved vacation schedule and mutual agreement to narrow existing inter-city wage differentials.

With the signing of the new agreement, provision was made for the formation of a committee of union and management representatives, to make a study of a clause in the new agreement dealing with piggyback, fishyback, and birdieback. The study will be made for the purpose of implementing the \$5.00 per unit charge which is scheduled to become effective Feb. 1, 1962. Monies derived from this provision are earmarked for the protection of the union members' health and welfare and pension actuarial balance.

Employers also agreed to a national agreement clause under which they would become party to any national trucking agreement which might be negotiated.

Local unions will now endeavor to extend the master trucking agreement to cover mechanics and truck line office employees under contract by the local.

## Hoffa, Bridges Urge Solidarity

Teamster President James R. Hoffa and ILWU President Harry Bridges shared the spotlight in late December in speeches before members of Teamsters Local 70 in Oakland, Calif. The program was part of the local's educational institute.

Hoffa spoke from Washington, D. C., by long distance telephone to the crowd of 4,200, while Bridges and IBT Vice President Harold J. Gibbons addressed the group in person.

Hoffa told the group that "no men can live alone. The labor movement is in for a long hard fight, and whether it be longshoremen, Teamsters, or the smallest independent union in this country, we must stand together to win this fight."

Bridges declared that "we need something in this labor movement that seems to have been lost—a very simple, old fashioned word called solidarity. The national labor leaders, like George Meany and Walter Reuther, in their anxiety to 'get into line,' have forgotten the word's meaning."

Gibbons discussed the charges that are made continuously against Hoffa and the Teamsters and asserted that "one of the great things about Hoffa is that he will never be a respectable member of the community as long as he is an effective trade unionist."

"The Teamsters under Hoffa have spent in three years more money supporting strikes of our membership than our International spent in the previous 20 years," Gibbons said.

In his talk to the Oakland auditorium, Bridges declared that "presently it's Hoffa under the gun. For a while it was me. It's very easy to single out one person and accuse him of crimes. With me it was the old red-herring of communism. Everything came along dressed in red flannel underwear. The modern war cry is racketeering."

Cy Stulting, president of Local 70 which sponsored the event, said: "I never thought the longshoremen, warehousemen and teamsters would be under one roof, with international officers talking from the same platform. We used to fight like hell. Now we're holding hands. I hope the brotherly love keeps on for a long time to come."





## Half Century of Service

# 2,000 Pay Tribute to English

SOME 2,000 Teamster officials from all parts of the country filled the ballroom of New York's Commodore Hotel last month to honor General Secretary-Treasurer John F. English on his 50th anniversary as a Teamster officer.

General President James R. Hoffa told the crowd that it was the sense of dedication and sacrifice in the face of overwhelming odds, such as English displayed from the earliest days of the union to the present, that had helped to build the International Brotherhood of Teamsters into the greatest union in the world.

English, in his response, reviewed the uphill struggles in which the union engaged in his lifetime, from his earliest days as a team driver in 1904, and his early years as an officer when local unions didn't have enough money to pay those who worked full-time to build membership, conditions and security.

English was first elected a business agent of Local 68 in his native Boston in December, 1910, and took office in January, 1911. His vigorous efforts in behalf of the union led to his election

as an international vice president in 1927, at the age of 38. He became a close associate of the late Teamster General President Daniel J. Tobin, and in 1936 Tobin prevailed upon English to relinquish his vice-presidential post to become general organizer and international auditor for the union.

After 10 years in the post, English became General Secretary-Treasurer in 1946.

The testimonial dinner, sponsored by the Eastern Conference of Teamsters, was the occasion of considerable praise for English's long and effective years of service to the cause of the Teamsters Union and the labor movement as a whole. In addition to President Hoffa, English was praised in speeches by International Vice President Thomas E. Flynn, chairman of the Eastern Conference, and Joseph Treretola, conference secretary-treasurer.

English, called "Mr. Teamster," was awarded a plaque which hailed him as "first, last and always a Teamster."

The plaque, tendering "thanks and

appreciation" of the International Union, read: "During his half century as an official of his beloved union, he has helped gain untold benefits for hundreds of thousands of workers and their families and, in so doing, has won the admiration and affection of all who know him and his valiant work."

"For his unparalleled record of achievement and for the dignity and prestige he brought to our union, we are profoundly grateful. And, verily, we say, the labor movement will never see his match again. As he has become known to thousands, he will always be—Mr. Teamster."

The photo above shows part of the overflow crowd which gathered in New York last month to pay homage to Secretary-Treasurer English. In inset (left, above), President Hoffa presents plaque to English in honor of 50 years as an officer in the organization. Looking on are International Vice President Thomas E. Flynn (second from left), chairman of the Eastern Conference of Teamsters, which sponsored the event, and Joseph Treretola, conference secretary-treasurer.



## Incompatible With Collective Bargaining

# COMPULSORY ARBITRATION

*The American Trucking Associations endorsed the idea of compulsory arbitration. Reprinted here is an article from the February, 1960, issue, listing in detail the objections to compulsory arbitration.*

Compulsory arbitration "could lead to eventual government control of the entire economy," Teamster General President James R. Hoffa declared last month.

"The International Brotherhood of Teamsters is unalterably opposed to compulsory arbitration in any form," Hoffa said. "All of organized labor has taken the same position, and most management spokesmen and students of labor relations are firmly opposed to a system of compulsory arbitration," he added.

Hoffa said that suggestions for compulsory arbitration legislation appear to crop up whenever a labor dispute arises that appears to cause inconvenience to the public. "Frequent advocacy, however, does not make the suggestion valid or appropriate," he said.

The Teamster President said that he was not saying that "certain disputes do not create a clear danger to the national health, welfare and security, and that means should not be found to solve the problems which arise.

"There are those instances when that could occur, particularly in wartime, and means should be available to cope with such situations. Certain principles, however, should be kept foremost in mind when considering proposals for coping with so-called emergency disputes," he said.

"First is the tenet that free collective bargaining, backed up by the right to strike, is indispensable to our economic system and should be preserved and maintained to the fullest extent.

"Secondly, the threat to the national health, welfare, security—or whatever term is used—should be clear, imminent and critical before any process of government intervention is invoked.

"Third, government intervention should be in the public interest and not in a manner which would favor either side to the dispute."

Hoffa then listed 10 specific reasons why compulsory arbitration is undesirable for the nation (see right).

## Ten Objections to Compulsory Arbitration

*President Hoffa listed these 10 objections to "compulsory arbitration."*

- (1) **Would seriously weaken collective bargaining.**  
Parties to a dispute would rely on arbitration boards to make awards rather than bargain genuinely and in good faith.
- (2) **Board awards would not be the best solution to the dispute.**  
Members of an arbitration board can not know all of the details and conditions of the industries or companies appearing before them; therefore, their awards would not likely be the best ones or as satisfactory as agreements reached directly between the parties under free collective bargaining.
- (3) **Could lead to eventual government control of entire economy.**  
Government wage fixing (which compulsory arbitration is) is unworkable without price fixing and without control over wages in other industries, occupations, etc. The government would have no alternative but to expand its controls to include other areas and aspects of the economy.
- (4) **Means involuntary servitude.**  
Forcing workers or employers to accept terms which they consider intolerable is incompatible with our concepts of freedom.
- (5) **Would not guarantee continuity of production (the purpose of any proposed dispute settlement procedure).**  
Compulsory arbitration would not eliminate or prevent strikes. Experience in other countries has proven that.
- (6) **Arbitration board decisions are difficult to enforce.**  
Workers cannot be forced to work against their wishes if they are dissatisfied with a board award.
- (7) **Proper role of government is protective not coercive.**  
Government should protect and foster the welfare of the worker by creating an atmosphere for free collective bargaining. Compulsory arbitration is the antithesis of collective bargaining. It is coercive rather than protective.
- (8) **Would encourage litigation.**  
Intervention of the courts in industrial relations would be increased. Parties would be encouraged to concentrate on the legal aspects of a dispute rather than on the human relations problems which are ever present in labor disputes.
- (9) **Would become a political "football."**  
Management and labor would concentrate on efforts to change the law rather than on collective bargaining.
- (10) **Arbitration is essentially a judicial process while collective bargaining is essentially a legislative process.**  
Collective bargaining legislates in that it sets the rules and conditions under which a worker will work and the employer hire. Arbitration 'adjudicates' differences over interpretation and application of existing rules. Compulsory arbitration therefore cannot satisfactorily be called upon to perform the task of collective bargaining. The two are incompatible.



# THE NATION'S STAKE IN TRUCKING

## Rail Threat to Trucking Poses Major Tax, Employment Problems For Federal and State Economies

**A**LTHOUGH most people may recognize the indispensable role which the trucking industry plays in all phases of modern American life, what is not generally known is that the highway taxes paid by the trucking industry make possible a substantial portion of our present highways, and that the new Federal highway program will be paid for largely through taxes paid by the trucking industry. And additionally, the trucking industry contributes several billion dollars to Federal, state and local governments each year.

These huge tax contributions from the trucking industry are going to cease, however, unless something can be done to prevent the Interstate Commerce Commission and the railroad industry from destroying the trucking industry.

The ICC has repeatedly approved discriminatory piggyback rates for the railroads during the last 18 months.

This special report, prepared by the Research Department of the International Brotherhood of Teamsters, details the vital role played by the trucking industry in the economies of federal, state and local governments. This role is threatened by incursions from the railroad industry, made possible by discriminatory rate-setting practices by the Interstate Commerce Commission. Part One of this report is contained in this issue; Part Two will be carried next month.

Many trucking companies have had to curtail their operations, and others have gone out of business because of the rates approved by the ICC.

The International Brotherhood of Teamsters has felt the full impact of the ICC-railroad combination. Thousands of Teamsters are confronted with unemployment in an industry that employs more workers than any other enterprise in America. The destructive combination of the ICC and the railroads threatens to force many more thousands of Teamster members to unemployment offices.

But this is not the sole extent of the damage created by the ICC-railroad combination. The discriminatory and unfair piggyback rates given to the railroads threaten these detrimental consequences, not just for the Teamsters and the trucking industry, but for all Americans.

- 1) The loss of millions of dollars in gasoline and other highway user tax revenues to finance the construction and maintenance of highways for the benefit and use of *all* citizens.
- 2) The adverse impact on the businesses of local areas in each state in the Nation.

Any legislative or regulatory policy which gives the rails an unfair competitive advantage and which leads to curtailed trucking automatically and

inevitably means that: (1) the financial burden of building and maintaining our road system—State and Federal—will be passed on to the public at large instead of being financed largely by road users; (2) taxes will have to be increased for all taxpayers; and (3) the completion of our highway construction program, vital to national security, will be jeopardized.

Our nation's economic activity depends upon an adequate highway system. Any threat to the highway user tax contributions of the trucking industry is a threat to the financing of our country's roadbuilding program.

The interstate highway network, which is to carry 20% of the country's traffic on its 41,000 miles, is bound to be costly. It costs an average of nearly \$1 million a mile to build.

It takes a lot of taxes to add up to \$1 million dollars. Any action which dries up the source of this tax revenue—largely earmarked for road construction—is poor policy and dangerous to this nation's welfare.

How many miles of road does our trucking industry pay for in the form of taxes?

In 1959, the American trucking industry contributed \$2.8 billion in highway user taxes. These include state registration fees, state motor carrier, trailer and miscellaneous fees, state



## SPECIAL REPORT

gasoline taxes, Federal excise taxes, special city and county taxes, and bridge, tunnel, ferry and road tolls.

America's trucks, comprising 16% of the total motor vehicle registrations, pay 33% of the total special taxes collected from highway users.

These taxes, *paid in one year*, equal the average cost of constructing 2,800 miles of modern highway.

During the life of the Federal highway program, (1957-1972), it is estimated that trucks and buses will contribute \$18.5 billion, or 29.5% of the total collections and \$15.2 billion, or 36.1% of the funds dedicated to the Trust Fund which is earmarked for road construction. Trucks and buses comprise about 16% of the total vehicle population. However, trucks, according to figures released by the Bureau of Public Roads, accounted for only 19.3% of total vehicle miles travelled on all Federal-Aid roads in 1957; buses accounted for only 0.6%.

Under the Federal highway program trucks are taxed on a sharply graduated scale. The Bureau of Public Roads gives the estimated annual tax payments—both Federal and state automotive taxes (not including the one cent temporary fuel tax imposed in 1959)—by various types of vehicles. These estimates are based on what is assumed to be typical gross weights and annual mileages of the different units. These estimates—on both an annual basis and per mile of travel—are shown in the following tabulation:

	Annual Tax Payments	Per Mile of Travel Cents
Passenger car (light) ....	\$ 65.00	0.68
Passenger car (medium) .	82.00	0.78
Pick-up truck .....	80.00	0.89
Van type truck .....	357.00	2.38
3-Axle Tractor—Semitrailer	1,167.00	2.92
4-Axle Tractor—Semitrailer	1,971.00	3.29
5-Axle Tractor— Semitrailer (diesel) ...	2,452.00	3.50
Tractor-Semitrailer-full trailer (diesel) .....	2,713.00	3.88

On the basis of these Bureau of Public Roads' estimates, the 5-axle tractor-semitrailer will pay in taxes about 4½ times as much per mile of travel as does the medium passenger car. In dollars per year, the truck will pay 33 times as much. (See chart, at top on front cover.)

Of the total amount collected by the states in highway user taxes in 1958, the trucking industry contributed approximately \$1.5 billion, which amounted to 45.3% of the total State

SPECIAL MOTOR VEHICLE TAXES PAID BY TRUCKS 1958

State	State Highway User Taxes (\$1,000)	Federal Automotive Taxes		Total Special Taxes (\$1,000)
		Earmarked For Highways (\$1,000)	Total (\$1,000)	
Alabama	\$ 25,046	\$ 11,894	\$ 15,151	\$ 40,197
Arizona	15,906	6,651	8,522	24,428
Arkansas*	20,615	9,424	12,007	32,622
California	158,521	56,541	72,512	231,033
Colorado	21,500	9,132	11,714	33,214
Connecticut	13,761	6,418	8,047	21,808
Delaware	5,208	2,529	3,148	8,356
Florida	41,569	16,231	21,073	62,642
Georgia	29,719	16,097	20,343	50,062
Idaho	12,352	4,712	5,843	18,195
Illinois	74,130	25,682	32,706	106,836
Indiana	48,015	22,443	27,717	75,732
Iowa*	34,347	12,235	15,612	49,959
Kansas*	22,276	11,087	14,201	36,477
Kentucky*	27,559	11,466	14,355	41,914
Louisiana	26,572	12,605	16,221	42,793
Maine	10,981	4,398	5,535	16,516
Maryland	18,987	7,811	9,863	28,850
Massachusetts	19,979	10,013	12,504	32,483
Michigan*	64,486	24,607	30,739	95,225
Minnesota*	27,835	14,225	17,838	45,673
Mississippi	23,175	10,481	13,270	36,445
Missouri	29,153	23,016	28,638	57,791
Montana	11,306	5,247	6,683	17,989
Nebraska	20,020	8,697	11,032	31,052
Nevada	5,721	2,147	2,733	8,454
New Hampshire	5,392	2,356	2,998	8,390
New Jersey	35,745	16,629	21,648	57,393
New Mexico	14,055	6,533	8,382	22,437
New York	70,771	27,800	35,754	106,525
North Carolina*	55,565	21,054	26,125	81,690
North Dakota*	7,818	3,627	4,648	12,466
Ohio	80,795	25,404	32,080	112,875
Oklahoma	32,570	13,789	17,582	50,152
Oregon	28,974	8,566	10,955	39,929
Pennsylvania*	72,224	32,861	41,241	113,465
Rhode Island	3,896	2,202	2,833	6,729
South Carolina	18,857	8,132	10,150	29,007
South Dakota*	9,383	3,720	4,837	14,220
Tennessee*	36,174	14,144	17,692	53,866
Texas	108,413	50,680	65,019	173,432
Utah	9,855	4,237	5,395	15,250
Vermont	5,253	1,711	2,226	7,479
Virginia*	32,788	16,163	20,067	52,855
Washington	28,158	11,151	13,983	42,141
West Virginia	15,850	6,700	8,479	24,329
Wisconsin	36,978	13,480	16,933	53,911
Wyoming	7,750	3,234	4,138	11,888
District of Columbia	3,126	1,325	1,728	4,854
	\$1,529,129	\$641,287	\$812,900	\$2,342,029

\* State tax payments derived in part from special tax studies.

expenditures on highway construction and maintenance. (See table above.)

Truck use has actually paid the annual amortized cost of certain heavily traveled highways, although these roads are used by all.

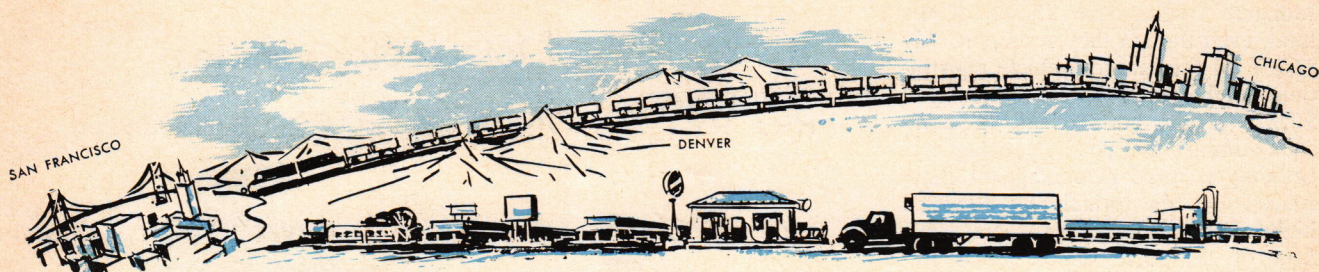
Intercity motor carriers operate almost exclusively on main highways. They make little use of local roads and streets.

Since the Federal government will pay the major portion of the cost of constructing these main highways, intercity motor carriers, as well as

other vehicles operated almost exclusively on these highways, will pay state taxes in excess of the amount needed to match Federal aid and to maintain and administer the highways they require and use. Excess state taxes will be used to provide highways required and used principally by passenger cars and single-unit trucks.

Thus, through special "Highway User" taxes, trucks make a *plus contribution* to build and maintain streets, roads and highways. The size and importance of truckers' contributions





to State tax revenues can be readily appreciated by citing the figures for a few States selected at random:

Take **Kansas**, for example. Trucks pay 40.49% of the total highway user taxes in Kansas, though they comprise only 23.9% of all vehicles registered in the state.

Truck taxes paid for 79.6% of the state's expenditure for construction on state highways in 1957.

A typical large Kansas truck pays as much in state highway taxes in a single year as 45 passenger cars.

Trucks in **North Carolina**, constituting 18.57% of all motor vehicles registered in the state, are paying 43.26% of all highway use taxes. This is due primarily to the higher tax payments of the heavier truck groups. For example, the "heavy" trucks (over 32,500 pounds) are paying 12.84% of the total user taxes, while constituting only three-fourths of 1% of all vehicles.

In **South Dakota**, trucks and combinations in 1956 accounted for 25.7% of all vehicles but they contributed 38.6% of vehicle tax payments.

**Montana's** for-hire and private (non-farm) combinations comprise less than 1% of all vehicles, but they paid nearly 15% of all road user taxes in 1956.

Ninety-four percent of vehicle miles travelled by combinations in Montana are on the Interstate and Federal primary highway systems, which include less than 8% of the state's roads and streets.

In **Alabama**, user taxes of a 4-axle combination are equal to the state taxes of 39 passenger cars, and the Federal taxes of 35 passenger cars. The total state and Federal highway user taxes paid by a 4-axle combination truck equal the taxes paid by 38 passenger cars.

In 1957, trucks were 17.9% of all Alabama's motor vehicles, but they contributed 32.4% of Alabama's state user taxes.

Federal user taxes paid by Alabama trucks in a typical year, dedicated to

the Federal highway Trust Fund, total \$11,899,000. To this add \$3,535,000 per year in non-dedicated user taxes.

Estimated total user tax load (state, Federal dedicated, and Federal non-dedicated) for a typical year would be \$39,476,000 paid by Alabama trucks.

If this tax were spread equally among Alabama's citizens, it would amount to \$12.50 per year for every man, woman, and child in the state, some \$60.00 per family. Instead, it is paid, in full, by only about 200,000 trucks.

In **Georgia**, truck taxes build, pave and maintain one of every three miles of roads . . . truckers pay six times as much in taxes as the railroads. The state "highway use" taxes paid to operate one tractor-trailer unit in Georgia are equal to the tax paid on 43 automobiles. . . .

In addition to his state taxes, the owner of a typical Georgia tractor-trailer unit pays \$1,108 in annual Federal excise taxes, bringing his total annual tax bill on one unit—and exclusive of property taxes, etc.—to \$3,022!

A study based on figures of the U. S. Bureau of Public Roads shows that trucks pay 33.2 percent of the highway user taxes collected in Georgia.

Federal highway user taxes paid by Georgia trucks, dedicated to the Highway Trust Fund, mean that Georgia trucks are paying 40% of the U. S.

road program in the State (\$15.8 million). In addition, Georgia trucks pay \$4.6 million in non-dedicated Federal taxes.

In **Michigan**, road taxes paid by one large transport truck are equal to the payments of 40 automobiles.

In **Texas**, annual road taxes paid by one transport truck are equal to the taxes paid by 35 automobiles.

In **Tennessee**, a 4-axle combination pays as much as \$2,581.87 a year in special highway user taxes—as much as 24 automobiles, as shown below.

In the highly-industrialized state of **Indiana**, trucks pay \$1,437,923 a week in highway use taxes—state and Federal. These taxes are paid every week on all the trucks registered in Indiana (no property taxes are involved). These levies for road use total \$74,-772,000 annually.

State highway use taxes paid by Indiana's trucks in 1957 (exclusive of all personal and real property taxes and Federal excise taxes) totalled \$44,458,000. That amount was equivalent to:

151.7% of Indiana's expenditures for construction of State-administered highways (including acquisition of right-of-way, construction of roads and bridges), or

334.6% of the total cost of maintenance of State-administered highways, or

90.9% of the total costs for all work on State-administered highways.

State road use taxes produced by

Annual Highway User Taxes Paid by Typical Tennessee Vehicles

	State Highway User Taxes	Federal Highway User Taxes	Total State & Federal
Passenger Cars .....	\$ 71.60	\$ 35.96	\$ 107.56
Pick-up Trucks .....	59.90	26.58	86.48
Van Trucks .....	416.33	196.64	612.97
4-Axle Combinations (Private) .....	1666.00	764.37	2430.37
4-Axle Combinations (For-Hire) .....	1817.50	764.37	2581.87



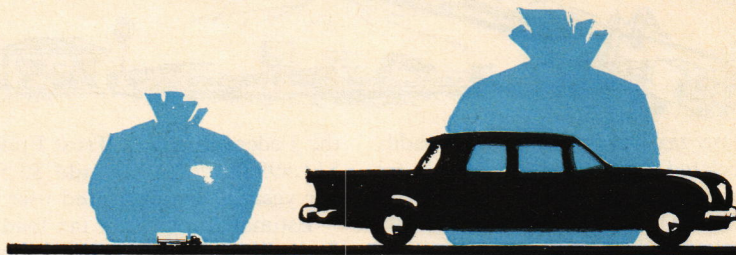
Indiana's trucks were 35.9% of the total, even though they represent only 16.8% of total motor vehicle registrations in the state. In 1957 they paid 90.9% of the costs of all Indiana's state-administered roads, yet they travel only a small percentage of those roads. On the principally travelled highways they account for only one-fifth of the total vehicle miles travelled per year.

A passenger car in Indiana pays a total annual tax, Federal and state, of \$133.59. A 4-axle combination truck contributes \$2,161.38 (16 times as much) and a 5-axle combination, \$2,665.61 (20 times as much).

Another measure of the importance of Indiana's trucks to the state is that in 1957, there were 241,771 trucking employees as against 34,657 rail employees.

In June 1959, the Portland *Oregonian* commented editorially and with a real sense of disturbance about piggyback and highway revenue. It pointed out that each time a 40-car piggyback train leaves Portland for California points with the equivalent of 60 highway trailers aboard, the Oregon Highway Department loses \$3,000 in weight-mileage fees under their ton-mile tax law. If the trend continues, the editorial stated, "truckers most certainly over the years will

## Trucks, 16% of total motor vehicles pay 33% of Highway Taxes



pay an increasingly smaller share into the highway fund." The result is to hasten "the transfer to the shoulders of private motorists of a greater burden of highway costs."

The principle applies in every state. There is a substantial fuel tax loss every time a piggyback movement takes place. Since trucks pay more than a third of the highway tax bill, such losses pose a serious problem for highway departments, motorists, and the general public.

The Commissioner of Public Roads, Ellis L. Armstrong, on April 29, 1960 stated that "the present revenues of

the highway Trust Fund have caused a moderate slowdown in construction." The situation has worsened since that date because the decline in truck traffic displaced by piggyback has accelerated the drop in gasoline tax revenues.

A further indication of declining gasoline sales was reported at the October 25, 1960 North American Gasoline Tax Conference, held in Chicago, Illinois. According to a special study, several states, specifically Indiana, New Jersey, North Carolina, reported spot month tax collections in 1960 below comparable 1959 months.

## Railroads Provide A Free Junket For Missouri Railroad 'Regulators'

Missouri Public Service Commission officials and staff members had a free junket to Las Vegas, Nev., to the recent convention of the National Association of Railroad and Utility Commissioners.

If you can't guess who paid, this should give you a clue—these "public servants" traveled west on two special railroad cars!

Tyre Burton, chairman of the Public Service Commission, insisted "there is nothing improper about it (the junket) as far as I can see." He added: "Business never enters into trips like these. We've been taking them for years, and our record will show we always decide cases on merit, not friendship."

Missouri Governor John Dalton, who was supported by the Teamsters Union, disagreed with Burton. He said such junkets leave the PSC open

to criticism. "I'm opposed to the practice," he declared.

This type of practice is typical of the railroads' lobbying operations in every state capital in the nation. Much of the same is true also in Washington, D.C.

The railroads have several cases pending before the Missouri Public Service Commission, which is supposed to regulate them. The cost of taking the commissioners and staff to Las Vegas cost the railroads nothing. This is an expense the big corporations are allowed as operating expenses, and deductible from their corporate income tax.

Burton, despite the Governor's criticism, still defended the junket. We accepted no "gifts or gratuities" on the trip, he said. "I picked up the bill at meals whenever I thought it was my turn."

## Ship Line Ruling Hailed By Hoffa

Teamster President James R. Hoffa last month hailed a government decision ordering the Panama Line, a shipping firm supplying the Panama Canal Zone, to discontinue its commercial business.

Hoffa said the government's action was "entirely consistent with the intended role of government in a free enterprise economy." The Panama Line, owned and operated by the U. S. government for the purpose of supplying the Canal Zone, had been primarily engaged in the carriage of commercial passengers and cargoes in direct commercial competition with privately-owned American flag ships.

Approximately 65% of all the cargo and passenger business was purely commercial, the line operating two passenger-freight vessels between New York, Haiti and the Canal Zone.



## Finally Permitted to Act

# Union Removes Trusteeships

A TOTAL of 45 trusteeship locals held nomination meetings last month and scheduled elections of officers during February in preparation for return to local autonomy.

A Federal Court order in late December finally permitted the IBT to restore trustee locals to self-government, after a ban on such action had been imposed by the Board of Monitors in July, 1958.

President James R. Hoffa thus was enabled to carry out his program, announced when he assumed office in January, 1958, to release all trustee locals. Target date was originally envisioned as the end of 1958.

Along with the release of the 45 trustee locals, the court last month also gave approval for the dissolution of two other trustee locals—No. 55 in Ashville, N. C., and No. 447 in St. Louis, Mo. The members in these locals will be transferred to other local unions. In addition, the court also has before it the pending dissolution of Local 770 in Middletown, N. Y., with transfer of its members to other units. The only remaining local in trusteeship is Local 320 in Miami,

Fla. Action on the status of this local is expected in the near future.

Thus will end another chapter of false charges and phony accusations against the Teamsters Union. The McClellan Committee originally built the trusteeship question out of all proportion, charging among other things that trusteeships were a device used by union leaders to "control" delegate voting at the 1957 Teamster convention.

The falsity of this charge was borne out during the voting for officers at the convention, when delegates from trustee locals voted in virtually identical proportion to the convention as a whole.

The fact is that labor leaders in and out of the Teamsters Union have long contended that the trusteeship system is the only reasonable solution to the inability of a local union to conduct its own affairs.

Such inability can arise from such diverse causes as insufficient income to perform necessary services for the rank-and-file; failure to discharge duties, under the contract, to employers; heavy debts incurred in strike situa-

tions; factional disputes which prevent negotiations, service to the membership, or payment of bills; newly-organized locals which depend upon International Union assistance to conduct organizing campaigns and build membership; or instances of corruption or dishonesty in the leadership of the local union.

When Hoffa took office in January, 1958, there were 103 local unions in trusteeship, out of approximately 900. In a letter to all trustee locals at that time, Hoffa stated that "it is my desire and policy as General President that each local union enjoy its own autonomy."

Between Dec. 1, 1957, and July 1, 1958, a total of 49 local unions were restored to autonomy, leaving 54 locals in trusteeship. However, 13 of these had taken initial steps toward autonomy. At that time the Board of Monitors forbade any further action of this nature. Some two and one-half years elapsed before any further action could be taken.

During that elapsed period, four locals were dissolved—Local 10 and Local 659 in Omaha, Neb.; Local 46 in Peru, Ill.; and Local 369 in Muncie,

## Trusteed Local Unions Currently Being Restored to Autonomy

Local	Location	Trustee	Local	Location	Trustee
16	Grand Junction, Colo.	E. D. Woodard	506	Auburn, N. Y.	R. F. DePerno
23	Johnson City, Tenn.	W. L. Mathis	508	Toledo, O.	L. N. Steinberg
42	Lynn, Mass.	N. P. Morrissey	514	Edmonton, Alta.	C. A. Gower
151	Vancouver, B.C.	Jas. Scott	556	Walla Walla, Wash.	W. Zemeck
179	Joliet, Ill.	J. T. O'Brien	612	Birmingham, Ala.	W. L. Mathis
180	Los Angeles, Calif.	G. E. Mock	621	Knoxville, Tenn.	W. L. Mathis
245	Springfield, Mo.	H. J. Gibbons	725	Chicago, Ill.	J. T. O'Brien
247	Detroit, Mich.	J. R. Hoffa	733	Pittsburgh, Pa.	H. A. Tevis
248	Los Angeles, Calif.	J. M. Annand	825	Baltimore, Md.	C. Kohne
249	Pittsburgh, Pa.	E. O. Mohn	826	New York City	J. J. O'Rourke
256	San Francisco, Calif.	J. J. Diviny	833	Jefferson City, Mo.	H. J. Gibbons
261	New Castle, Pa.	H. A. Tevis	839	Pasco, Wash.	F. W. Brewster
295	New York City	N. P. Morrissey	842	Vancouver, B.C.	Jas. Scott
307	Casper, Wyo.	E. D. Woodard	865	Santa Maria, Calif.	J. M. Annand
351	Vancouver, B.C.	C. A. Gower	879	Hamilton, Ont.	J. R. Hoffa
390	Miami, Fla.	M. W. Miller	900	Pendleton, Ore.	J. Estabrook
405	St. Louis, Mo.	H. J. Gibbons	938	Toronto, Ont.	I. J. Thomson
413	Columbus, O.	J. R. Hoffa	945	Clifton, N. J.	A. Provenzano
428	Steubenville, O.	J. R. Hoffa	946	Pittsburgh, Pa.	H. A. Tevis
439	Stockton, Calif.	G. E. Mock	963	Bradford, Pa.	H. A. Tevis
451	Seattle, Wash.	F. W. Brewster	976	Ogden, Utah	J. M. Annand
500	Kodiak, Alaska	E. O. Mohn	986	Los Angeles, Calif.	J. M. Annand
502	Honolulu, Hawaii	A. Rutledge			



Ind. Seven other locals were placed in trusteeship: Local 180, Los Angeles; Local 320, Miami; Local 431, Fresno, Calif.; Local 439, Stockton, Calif.; Local 514, Edmonton, Alberta; Local 938, Toronto; and Local 945, Clifton, N.J. This left a total of 57 locals still in trusteeship.

#### ***Eight Released Earlier***

Last fall, U. S. District Court permitted the release of eight local unions under outside supervision of balloting. These eight, now all released, were: Local 176, Dayton, Oct. 1; Local 222, Salt Lake City, Jan. 1; Local 391, Greensboro, N.C., Dec. 10; Local 431, Fresno, Oct. 1; Local 596, Philadelphia, Dec. 19; Local 630, Los Angeles, Oct. 1; Local 880, Windsor, Ontario, Jan. 1; and Local 955, Kansas City, Mo., Oct. 1.

Under the court order permitting the release of the remaining locals, the International Union notified trustee locals that "the members present (at the nomination meeting) must also consider whether the election will be supervised by an outside agency or persons and, if so, to what extent and by what agency or persons. A decision to have, or not to have, such supervision shall be made by majority vote of the members present and voting."

The instructions also provided that "the election must be conducted by secret ballot vote, even if there is no contest for office," and provided strict rules governing the notification of members regarding the nomination and election meetings.

#### ***Provides for Audit***

The instructions also provided that "a terminal audit of each of the trustee locals must be conducted. This terminal audit will cover the period from the last annual audit to the date of release from trusteeship and must be conducted within 30 days after the date of election of officers. The audit must be conducted by a licensed Certified Public Accountant who is not an employee of the International Union or any subordinate body thereof. The auditor is to be selected by the newly-elected officers of the trustee local and he shall be free to review earlier audits if he deems it necessary to prepare his terminal report."

A list of the local unions currently being removed from trusteeship accompanies this article.

## **Spanish-Language Paper Praises Teamsters' Support of Minorities**

A Spanish-language newspaper in New Jersey last month praised the Teamsters Union as "the only union that has continually shown an interest in the Spanish-American workers and other minority groups."

*El Observador*, published in Paterson, N. J., commented editorially that "we sincerely hope that other unions follow the lead taken by the Teamsters, especially Local 945 and Local 999 in this area."

The newspaper noted that an earlier issue had taken this position: "if the Spanish speaking union members took a greater interest in the union activities, and if they made it a point to insist that the union contracts be shown to them, and if they had the terms of the contract discussed with them, then there would be less chance of corruption."

It continued: "Several unions contacted our newspaper and inquired as to our motives, but the only union (which) did more than that was the Teamsters Union Local 945 that rep-

resents the Universal Manufacturing Co. of Paterson.

"Mr. Leon Lampron, business agent, sent us a letter which was printed in last week's issue and which clearly set forth his union's desire that the Spanish-American people be honestly represented, that they take an active and equal role in union activities, and that they be informed of all union business. As a matter of fact, Local 945 of the Teamsters Union sent a copy of its contract with Universal Manufacturers Corp.

"We regard this type of unionism as a true expression of interest for the welfare of the workers. What's important is the fact that the only union that has continually shown an interest in the Spanish-American workers and other minority groups have been the locals of the International Brotherhood of Teamsters. Local 999 of the Teamsters Union of Paterson has made it a point to hire a Spanish-speaking office attendant so that all complaints and suggestions can be properly taken care of."

## **Aid for New Orleans Children**



Aid for New Orleans children was shipped last month by Teamsters Joint Council 32 in Minneapolis, Minn., which paid for a driver and tractor to haul 20 tons of food and clothing to aid children removed from the Aid to Dependent Children rolls in Louisiana. The Minneapolis Urban League supplied the food and clothing. Loading the truck, left to right, are: Ed Liljengren, driver; the Rev. Lowell Johnson of the Urban League; and Ray Flick, Teamster council executive board member, who arranged the trip.



## Hawaii Teamsters Get Dental Service

Teamsters Local 996 in Honolulu, Hawaii, announced last month a new program which will provide dental service at half-cost to members and dependents.

Arthur A. Rutledge, Local 996 president, announced that a dentist's office would be established in the union's headquarters and that members and dependents would pay just half the cost for the service, using the scale adopted by the Veterans Administration.

Also participating in the plan are members of Hotel and Restaurant Employees Local 7.

## Hobby Exchange

Charles S. Werdig of Washington, D. C., a member of Local 730, has a hobby of exchanging view cards, match covers, radio SWL cards, used stamps and post marks, and would like to correspond with other members with similar hobbies. His address is 1619 Irving St. N.E., Washington 18, D. C.

## Agreement with Doctors, Dentists Will Save St. Louis Teamsters Thousands

A group of doctors and dentists in St. Louis has agreed to a far-reaching medical program which will save hundreds of thousands of dollars for Teamsters in Joint Council 13.

Under the plan, surgeons, physicians and dentists agreed to accept scheduled rates under the Central States group insurance plan, instead of charging fees over and above the scheduled rates. The latter practice is almost universally followed and results in costly expenditures by members even though they are covered by group medical plans.

Specifically, the plan provides:

(1) A group of surgeons agreed to accept the rates in the Central States group insurance plan as their total surgical fee. Only a nominal fee for necessary office visits will be made.

(2) A group of physicians agreed to charge members a maximum of \$5 a day for hospital care and 20% off of their usual office charges. This includes general physicians, skin specialist, neurologist, and pediatricians.

(3) Participating dentists agreed to provide dental care at scheduled rates.

(4) Charges for X-rays by an X-ray specialist will be made at a 20% reduction.

(5) Special laboratory tests through a clinical laboratory are available at a 20% reduction from the regulation fee.

(6) For those in need of hospitalization and unable to pay the physician's fee (not covered by the insurance program), arrangements can be made through the Health and Welfare Office of Joint Council 13 for care under the teaching service of two leading St. Louis hospitals—Jewish Hospital and Firmin Desloge Hospital. Under this arrangement, there will be no fee for physicians' care, and a social audit will determine ability to pay hospital costs above and beyond that allowed by the insurance program.

(7) Eyeglasses may be obtained through a reputable optical company at two-thirds of the standard price.

(8) The program as outlined is also available to retired members of the local unions.

(9) Prescriptions can be filled at considerable savings through special arrangements with six drug stores in the St. Louis area.

Teamster executive vice president Harold J. Gibbons, who heads Joint Council 13, hailed the plan as "a tremendous step forward in solving the problem of adequate medical care for union members. The labor movement has become increasingly concerned with the gap between scheduled benefits under health and welfare programs, and the fees actually charged for medical and surgical care. By the unselfishness of the group of surgeons, physicians and dentists who have voluntarily become a part of this program, Teamster members in our Joint Council can be relieved to know that their benefits actually cover medical costs, and not just a portion of those costs."

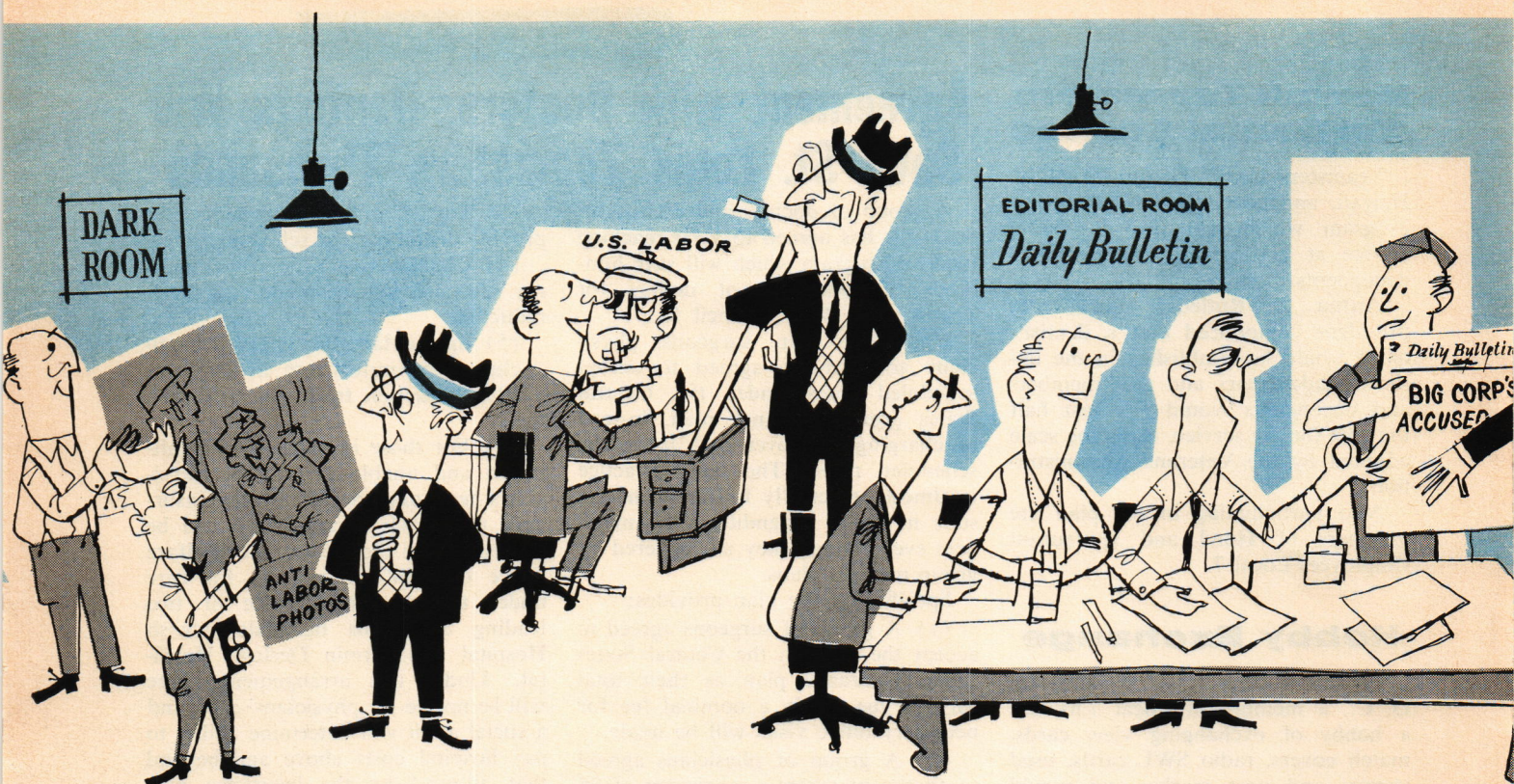
Even members not covered by health and welfare programs will benefit from the plan. They will be charged the same reduced fees provided for in the Central States schedule, even though they must make the payments themselves. This, however, will result in considerable savings.

## Southern Conference Aids Police Work



Some of the equipment recently donated by the Southern Conference of Teamsters to the Police Athletic League of Miami, Fla., is shown above. Adults in the photo are, from left: Michael T. Crudo, PAL assistant director; Howard T. Shaw, director; and Clifford Pittard, instructor. International Vice President Murray W. Miller, conference director, said the contribution was made to help the youth work being done by Miami policemen.





## HOW THE PRESS DISTORTS

America's so-called "free press" clings rightfully to its freedom—yet it isn't free. It is a "controlled" press—controlled by special interest groups which edit or omit news dispatches to suit their purposes.

Their chief purpose is to make more money; hence the publishers of America's daily newspapers and weekly magazines are wont to scratch their advertisers' backs.

This means: play down news offensive to big business; play up news delightful to big business (such as news knocking labor or tending to weaken the labor movement).

Hence the newspapers and magazines gladly cooperated with the union-busting McClellan Committee to distort the notion of labor racketeering out of all proportion. They plumped hard for the labor-killing Kennedy-Landrum-Griffin Bill, based upon such alleged widespread racketeering.

In the same way, they ignore or "bury" stories dealing with business corruption—which is far more widespread (though you wouldn't guess it by reading the papers).

Here are two examples:

*This story was "buried" in most newspapers, if they carried it at all. Newsweek and U. S. News, which delight in kicking labor, didn't mention it. Yet it is the biggest corruption story of the year—if the Teamsters or other labor unions had been involved, it would have made screaming banner headlines.*

Nine of the country's major electrical equipment manufacturers pleaded guilty to charges of price fixing and bid rigging on \$7 billion worth of heavy electrical equipment at the end of 1960.

About one-fourth of these contracts were with federal, state or local governments. Not only consumers but

taxpayers were cheated out of millions of dollars.

Among the companies who pleaded guilty (as did some individuals connected with these firms) were General Electric, Westinghouse, Allis-Chalmers, McGraw-Edison, Moloney Electric, and Wagner Electric.

Justice Department attorneys fought off attempts by the companies to plead "nolo contendere" (or no contest) because, as Business Week described it, the attorneys "insisted that the charges were so grave and the alleged violations so flagrant that the companies and individuals should plead guilty or go to trial."

Altogether 29 manufacturers of electrical equipment were indicted,

and 44 present or former executives of those companies. They were charged with criminally conspiring to rig bids over the past seven years. Those who didn't plead guilty pleaded "nolo contendere."

In seven of the cases, executives of the companies were charged with meeting in hotels under assumed names to agree on prices and bids. They operated under a formula under which each company knew when it should bid high and when it should bid low.

One government attorney was quoted as saying that "these men and these companies have in a true sense mocked the image of that economic system which we profess to the world."





## THE NEWS

*The Wall Street Journal, whose news pages are generally courageously accurate in the face of a reactionary editorial policy, carried the following story last month. Watch your local newspaper—and the news magazines—to see how quickly this story is dropped.*

The *Wall Street Journal*, on Jan. 19, reported that "crime in the nation's financial centers is rising sharply."

New York gangbuster Frank S. Hogan was quoted as saying that "we're getting more cases with a Wall Street angle than in any recent year I can remember."

Here are the developments reported by the *Wall Street Journal*:

A jump in counterfeiting of securities, traveler's checks and bank drafts. "A major counterfeiting operation, running into many millions of dollars, is going on across the country," warns a Federal spokesman.

Thefts of securities from brokerage houses, beyond those already made public, are mounting at a fast clip, law enforcement agencies indicate.

Indictments for securities frauds obtained by the S.E.C. last year were more than 10 times as great as in 1959.

Theft and fraud losses announced by New York Stock Exchange members in 1960 were the largest in more

than a decade, exceeding \$2,000,000.

An S.E.C. official is quoted as saying that "an organized crime syndicate operating in the Eastern part of the country—it's in narcotics, prostitution, gambling and extortion—now appears to be moving into some aspects of the securities business."

What's causing the financial world's crime wave, the *Journal* asks. "One theory advanced by some authorities is that many people became accustomed to high incomes during the recent stock market boom and, when the market declined, tried to maintain

their high living by turning to crime."

Big financiers are sensitive to publicity, says the *Journal*. Some thefts are not even reported. "Brokers . . . fear the resultant publicity might frighten customers so much that they would not leave their securities on deposit with them. Such deposited securities are vital to brokers. With the owners' permission, brokers may 'borrow' these securities to complete transactions. . . ."

In addition, says the financial daily, "many counterfeit cases receive little, if any, publicity."

**Contrast the above stories (very unfavorable news about Big Business), with the one below (very favorable news concerning labor.)**

Dave Beck, Jr., had his conviction for "grand larceny" dismissed along with other indictments last month, but it got very little attention from the nation's newspapers.

Compare this to a spectacle the press made of his conviction three years ago, and you get an idea of how the so-called free, objective press operates.

Front page headlines screamed that Dave Beck, Jr., had been "convicted of larceny" involving the alleged sale of a union automobile. It was made to appear that he was the biggest crim-

inal since the Lindbergh kidnapper.

Few newspapers around the country gave more than a paragraph or two, if any, to the fact that the younger Beck had been cleared of all charges. The conviction was dismissed, and other outstanding indictments were also dismissed. The prosecuting attorney himself recommended the dismissals. His record is now clean.

However, to millions of Americans, Dave Beck, Jr., is still guilty of "grand larceny" because they will never get the opportunity to learn he was cleared of the charges.



## Forand Bill, Others Introduced Quickly In New 87th Congress

Congressman Elmer Holland, one of organized labor's staunchest supporters, reintroduced the Forand Bill on the opening day of Congress last month, and predicted that it would be enacted into law.

"I fully expect this legislation to pass this session," the Pennsylvania Democrat said. "Many of my colleagues after being back in their Districts for several months realize the need for this type of program, and recognize the inadequacy of the pauper-type plan passed during the last Congress."

Other legislation supported by the International Brotherhood of Teamsters was also introduced, including: increasing the Federal minimum wage law, the depressed areas bill to remedy unemployment, and a bill to authorize common situs picketing.

The Congressman pointed out that those now on Social Security pensions would automatically receive this additional care upon passage of the bill and at no extra cost to them.

"The Social Security Fund has sufficient monies to care for those now receiving benefits, and the new con-

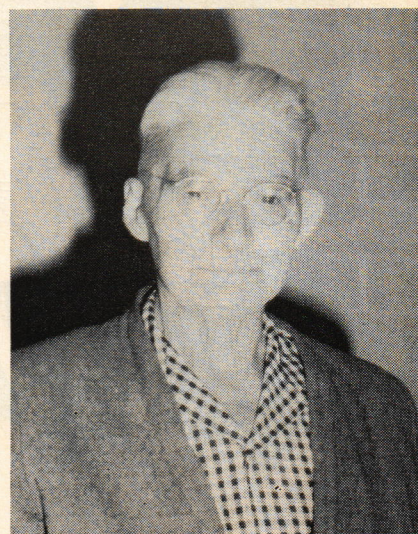
tribution of ¼ % for employees and ¼ % for employers would cover the costs of those now paying into the program who would be covered upon retirement," said Holland.

"There is no necessity to hold additional hearings or collect more testimony on this legislation," said the Congressman. "Action could be taken almost immediately by the Congress after President Kennedy is inducted into office."

Certain groups opposed to this legislation are asking that no decision be made until after the White House Conference on Aging is held, and the reports of the Conference released.

Holland charged, "These same organizations have been asking—since 1948—for further study, although they continually say they realize our elder citizens need additional care . . . I firmly believe the medical care and hospitalization plan has been discussed sufficiently and nothing new has been presented by those opposing it since it was originally introduced, so further time need not be wasted by listening to a rehash of old objections."

## Veteran Houston Teamster Retires



L. S. Brooks

Veteran Houston Teamster, L. S. Brooks (above), retired last month after 24 years of work on behalf of the union. First president of the Teamsters Union in Houston, Brooks first organized two cartage companies in Houston in 1936. The group was fired and a long strike ensued. A Teamster charter was issued, the strike was won and a contract was signed. Brooks became first president. Prior to his retirement, Brooks was vice-president of Local 968 in Houston. The local union voted unanimously to give him a boat and motor valued at \$1,700 in recognition of his work for the union.

## Kentucky Teamsters Use Billboards



As part of the Kentucky Conference of Teamsters' expanded public relations program, 52 outdoor signboards similar to the one above were posted in the Fall Cities area, including all major highways leading in and out of the area. Standing below the sign (left to right) are Clifford Arden, Paul Priddy, Joe Burrell, Marion Winstead, and Norbert Blume, all Kentucky Teamster officials.

## Jackson Local Runs Unique Ad

Teamsters Local 891 in Jackson, Miss., sponsored a novel advertisement in the Christmas Day edition of the Jackson *Daily News*. The ad was in the form of a newspaper front page titled the "Bethlehem Messenger," which supposedly issued an "extra" headlined "The Messiah Is Born."

In newspaper format, the paper told of the birth of Christ and also carried such headlines and stories as "Wise Men Arrive With Gifts of Fabulous Value" and "Joseph and Mary Flee to Guard Babe's Life."

L. M. Hoover, president of Local 891, said the action was exceptionally well received in Jackson.



## Negotiations Due In Many Fields

The Department of Labor reported last month that major collective bargaining activity of 1961 will be in the automobile industry, where contracts are due to expire in August and September.

### Contracts Due

Important negotiations are also coming up in rubber (April through June), meatpacking (August), machinery (September), and possibly coal (subject to reopening on 60 days' notice).

The International Brotherhood of Teamsters has completed contract negotiations with the trucking industry in the Midwest and South. Negotiations began in October. Other contracts expire in the next few months.

Altogether, almost 120 agreements covering 5,000 or more workers each and affecting a total of nearly 2 million workers expire in 1961. More than 60 additional agreements covering 1.7 million workers permit reopening on general wage changes, according to the article, which lists major agreements, showing scheduled 1961 actions.

### Deferred Increases

In a companion article in the Review, the Bureau reports that under major contracts (covering 1,000 or more workers each) which will remain in effect during 1961, at least 2.9 million workers will receive deferred wage increases as a result of bargaining concluded in 1960 or earlier years. Most frequently, these increases will average 8 but less than 9 cents an hour. About 1.1 million of the workers who will get deferred increases are also covered by cost-of-living escalator provisions.

## Seek to Locate Teamster Member

R. G. Miller, secretary-treasurer of Teamsters Local 968 in Houston, Tex., has requested Teamster members to be on the lookout for Orin Kent Brooks, a member of Local 968.

Mrs. Sidney Franklin, mother of the missing man, fears that Brooks is suffering from amnesia. He is married and has four children.

Brooks is about five feet and 10 inches tall, and weighs about 140 pounds. He has brown hair and blue eyes.

Orin Kent Brooks →

## Seattle Teamsters Aid Youngsters



George Cavano secretary of Teamsters Local 174 (right) and Reverend G. Hurst Paul (left) set some children from Seattle's North Broadway Methodist Church off on their right bowling foot. The children are (left to right) Jimmy Montague, Michelle Montague and Kathy Erben.

Teamster official George Cavano, a Catholic, Reverend G. Hurst Paul, a Protestant, a Washington, D. C. newspaperwoman, and the Brunswick-Balke-Collender Company recently cooperated to provide a group of Seattle, Wash., children with permanent bowling facilities.

It all began when Reverend Paul transformed five sheets of eight foot plywood into a 40-foot bowling alley. It was designed for all the children in the neighborhood, regardless of race, color or religion.

The problem that was encountered,

however, was the children were not strong enough to lift the heavy tenpin bowling balls. Reverend Paul, remembering that back East the smaller duckpin balls were very popular, wrote to Ann Cavanaugh, a Washington, D. C. correspondent, seeking her aid in getting some used duckpins and duckpin bowling balls.

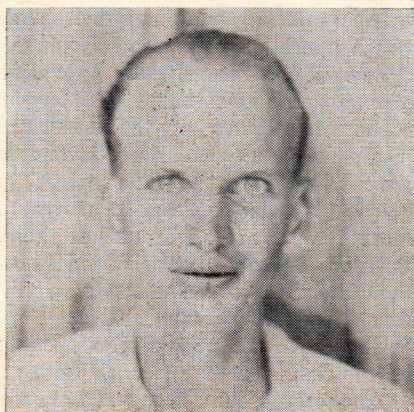
### Contacted Teamsters

Mrs. Cavanaugh contacted the Brunswick Company to purchase the used balls and pins. She was told that she could have two sets of duckpins and a dozen bowling balls free of charge.

Her next problem was to get the bowling equipment shipped to Seattle. She then contacted Cavano, secretary-treasurer of Teamsters Local 174, and asked for his help.

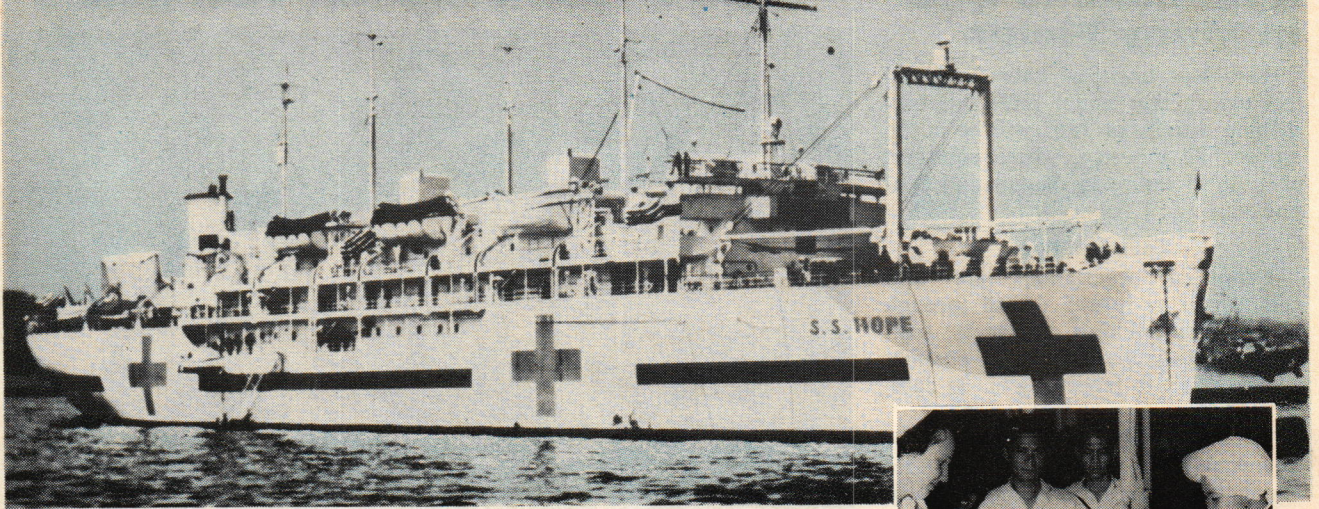
Cavano immediately asked her to ship the equipment to him in Seattle, collect on delivery. He agreed to pay the shipping cost, and deliver it personally to Reverend Paul.

The equipment arrived on December 28, and Cavano got together with Reverend Paul and about 20 delightously happy children the next day.





# THE GOOD SHIP HOPE



**THE VIGOROUSLY** healthy people of American labor have turned to look thoughtfully around a compact new world and have seen isolated men who are frail and wasted. Now, they want to strengthen men beyond the borders of trade and nationality with the knowledge that a man is not alone.

One group of people have taken their belief in brotherhood and built something of it—a ship named HOPE.

The first of them was a Washington doctor, Dr. William B. Walsh, whose work gave him special knowledge of the sickness that existed in far places. He knew that America had a richness of medical training to share, if it could be brought to the remote places where it was needed. He saw the physical means to transport the riches—an unused Navy ship could be a training hospital and a school.

The former Navy hospital ship Consolation was taken from America's store room and refitted as S.S. HOPE I.

Then came its cargo. Medical people quickly offered themselves as the vessels in which to transport American knowledge to the isolated men. They gave up the pleasantness of homes and families, the comforts of substantial American incomes, and asked if they could spend a year aboard the HOPE.

Others said they could go for shorter periods, and they went without pay.

One of them was Dr. Robert L. Dennis, a member of the American College of Pathologists, who took four months from his private practice and his work as Director of the Depart-

ment of Pathology at San Jose Hospital, Calif., to work as Pathologist for the HOPE. Dr. Dennis had already served five years as a World War II Navy medical officer in the Pacific. He did not think he had done enough.

Then came the money. This is not a government project. The money which floated the ship came from the pockets of individual Americans, from organizations, from industry, from schools, and, from the very beginning, from organized labor.

The medical authorities of the new Republic of Indonesia asked the HOPE to come, and on October 19, the ship arrived in the Harbor of Djakarta on her maiden voyage, which will last until the summer of 1961.

The HOPE is not a hospital ship. She is a teaching center, helping native doctors and nurses learn methods to help them cope with the ills of their people until the number of doctors can begin to catch up with the population.

Patients are taken aboard to serve as subjects for the training seminars. Indonesian doctors come for as many as four teaching sessions a day. They watch operations by closed-circuit television in classrooms where specialists explain each phase of the work. Meanwhile, teams of the American medical people work ashore in remote areas with native medical people.

The ship sailed from Djakarta to more remote areas. In one of them, Bali, the doctors aboard found 11 of their Indonesian fellows serving a million and a half people.

These are the people who need to be shown that a man is not alone.

Anchored off the beach at Bali, the



HOPE performed mass treatment and examination in connection with its teaching mission. In one case, while amphibians brought people from the beach, 50 people stood waiting on the gangplank while 50 more left and 50 were given chest X-rays.

The people on the ship are working seven days a week, many hours a day. They are knowing emotions few of today's Americans have ever felt.

Dr. Marion Elizabeth Wier, of Auburndale, Mass., wrote Dr. Walsh to say, "My belief in the project has been one of the basic goodness of man. I had not expected to see it so clearly, so quickly as this."

The ship is now at Makassar (through Feb. 8). While it adds accomplishments to its log, requests for future help arrive. In 1961, Dr. Walsh has said, Project HOPE plans an intensive campaign for more drugs, hospital equipment of all kinds, medical volunteers, and funds.

If money permits, ships will be sent to Africa and South America.

If you would like to share the spirit of HOPE, and the work, write to the Department of Development, Project HOPE, 1818 M Street, N. W., Washington 6, D. C.



## Art Hudson Dies at 70

### Early Highway Organizing Recalled

**THE DEATH** of veteran Teamster Arthur F. Hudson last month recalled the pioneering efforts of the Teamsters Union to organize long distance highway trucking in the 1930's and the earliest moves toward area-wide bargaining.

Hudson, who died in Duluth, Minn., Jan. 1 at the age of 70, was a representative of the militant Teamsters who rose in the great depression of the Thirties to help convert the intricacies of inter-city transport from the rails to motor truck.

President of Local 120 in St. Paul, Minn., from 1933 to 1942, Hudson became executive secretary of the Central States Drivers Council in the latter year. In 1949 he assumed additional duties as administrator of the Council's health and welfare program, and in 1955 he was assigned similar responsibilities for the Central States, Southeast and Southwest Areas Pension Fund. He retired in 1958 at the age of 68.

But the story of Art Hudson's active life in the union reflects the experiences of many early leaders who took part in the tremendous surge of militancy which began in the IBT in the 1930's (International membership in 1933 was 75,200) and continues to the present day. To a very large extent, the growth of the union to its present 1,700,000 members was spurred by the over-the-road drivers whose interests Hudson primarily represented.

#### Started With Rails

A car-checker and switchman on the railroads in his youth, Hudson was a member of the railroad brotherhoods and participated in the switchman strike of 1909, when he was 19. A serious injury to his legs during this period hospitalized him for a year. In 1925, he became a brakeman, based out of St. Paul, Minn.

At this time, motor trucks began to draw freight away from the railroads and, as the depression set in, massive layoffs took place. Men having as much as 35 years seniority were laid off. So was Hudson.

In 1932, he found a job as helper with the E. L. Murphy Trucking Co.



Art Hudson

of St. Paul. At that time, working conditions in the trucking industry in St. Paul were not protected by union contract. Teamster membership in St. Paul was confined to milk drivers and team owners.

In 1932, truck drivers earned little money. In fact, cut-throat competition among non-union operators drove driver wages below the prevailing 1926 rate. Hudson was paid 20 cents per hour for actual time worked. The trucking companies had men sit in waiting rooms when they were not working. Not only were drivers not paid for such "non-productive" time, but the bosses collected as much as \$6.00 per week from the drivers to pay for heat and electricity for these waiting rooms. The drivers referred to the rooms as "snake pits."

Under these circumstances, the drivers worked and waited unlimited hours, received no premium pay, no paid holidays, no vacation and no health and welfare. And they had no recourse from arbitrary and unfair decisions of the bosses.

#### Organizing in 1933

Accordingly, in 1933, at age 43, Hudson undertook to organize the truck drivers of St. Paul and he sought refuge for them in the all-but-defunct Team Owners Local 120 (per capita was being paid on only seven members). When his employer learned of his organizing efforts, he was removed

from the payroll and with the cooperation of other employers in the city, he was blackballed from any employment. He walked the streets for six months without a pay check.

Meanwhile he organized 147 drivers and secured a contract, and by virtue of these corrective efforts he again obtained employment. He worked to earn a living by day, and organized for the union by night. In October, 1933, he was elected president of Local 120, and in 1935, he became full time business agent as well, with the weekly pay of a truck driver.

The slow growth of unionism in the Minneapolis-St. Paul area led the employers to resist collective bargaining as strongly as possible, and the tightly-knit Employers Associations in both cities were formed. Whenever a company was organized, the union was compelled to negotiate its contract with the Association, not the individual company. Thus, the union and its membership faced not only the pressure of the individual employer but also that of the entire business community.

Moreover, since the Associations were led by "pillars" of the community, the law enforcement and prosecuting arms of the local government were overwhelmingly bent in the direction of the Association and against the stirring workers.

#### Workers Were Ready

It was inevitable that vigorous, united trade union action would have to take place if good contracts were to be obtained and enforced. The workers were ready. The catalyzing force was the famous Minneapolis strike of 1934, which was conducted by the newly-invigorated trucking Local 574.

This strike has gone down in the annals of American labor history as one of the most vicious, yet effective actions ever taken in this country. Hudson participated in the front lines of this strike, though he held a different political philosophy than the leaders of Local 574.

In the wake of the successful strike, workers from all industries in both



cities sought the protection of a union contract. However, the thorn in the side of the locals throughout the area was the over-the-road driver. Conflicting wage schedules of different unions, unorganized drivers, independent operators and switching terminals left local unions vulnerable. Low paid drivers coming into town threatened the standards which local drivers had worked so hard to obtain. Local unions in St. Paul and Minneapolis succeeded fairly well in maintaining standards between the two cities, but this did not take care of invasion by the road driver from other cities.

## Committee Formed

Leaders of midwest Teamster locals therefore joined together in 1937 in a council known as the North Central District Drivers Council, which later became the North Central Over-the-Road Negotiating Committee. Still later this became the Central States Drivers Council.

Following several months studying the problems and operations of high-

way hauling, the Council prepared to negotiate an 11-state agreement (now a 13-state agreement) covering over-the-road drivers. This first area-wide agreement was negotiated in 1938, with Hudson as a member of the first contract drafting committee.

## Added Duties

After setting up an office for the Drivers Council in Chicago in 1942, as its executive secretary, Hudson devoted his energies to the growing mass of details which demanded attention as the trucking industry grew and membership increased. Even when he assumed additional duties as administrator of the health and welfare program in 1949 (age 59) and of the pension fund in 1955 (age 65), the pace he set for himself was that of a 25-year-old man. Just prior to his retirement in 1958, he married his long-time assistant in the Drivers Council office, Esther Grise.

Hudson took ill in the spring of 1960 and died Jan. 1 after a nine-month illness.

## NEA Criticized As 'Backward'

The National Education Association was criticized as a representative of America's schoolteachers last month by *Nation* magazine which stated "at the present time, employer-employee relations in education are incredibly backward."

The criticism came in the highly-respected liberal magazine in an article written by Myron Lieberman, an author and education consultant.

"For example," Lieberman wrote, "most school boards are not legally required to meet with the freely chosen representatives of teachers concerning matters of employment."

"Most teachers organizations permit unrestricted administrator membership, a condition that fatally weakens their effectiveness as employee organizations."

Lieberman noted that teachers' contracts are usually drawn up by school boards, and they accord teachers very little, if any, of the protection they need to work effectively.

"What is called for is a thorough reorganization of employer-employee relations in education," Lieberman declared.

"Teachers currently try to get their state legislatures to pass minimum-salary laws. It would be far better to have these legislatures delegate to state officials such as state superintendents of public instruction, the authority to set statewide minimums subject to legislative approval. These officials would negotiate for the legislatures just as industrial executives negotiate for their corporations."

## NEA Responsible

"The procedure would be much simpler and more effective than the passage of minimum-salary laws, most of which are out of date within a short time."

The National Education Association is by and large responsible for this type of outdated strategy. The NEA is probably the largest teachers organization in the nation. Still it has been unable to do very much for the teacher.

American Federation of Teachers, an AFL-CIO union, is a young, militant union that has proven its value to teachers in many areas. The AFT is conducting organizing campaigns in many areas of the country this year.

## Teamster Rewarded for Fire Rescue



Teamster Lloyd Hanson, a member of Teamsters Local 563 in Appleton, Wisc., was honored by his fellow members for his heroic efforts to rescue a woman and five children from a flaming holocaust. Secretary-Treasurer Robert Schleive (left) and President Harvey Petersen (right) present Hansen with a U.S. savings bond and a check for the day's pay he lost on the date of the fire.



# I.L.O. Releases Special Mission Report On Trade Union Situation in U.S.S.R.

GENEVA — "The situation of the Soviet trade unions can only be clearly understood if the difference between the conditions of private capitalism and those of the Soviet State are considered. All the problems relating to the rights of the workers, the legal status of the trade unions and the exercise of freedom of association in practice must be viewed with this difference in mind."

This is stated by the ILO mission to study freedom of association in the Soviet Union, report of which was made public today by David A. Morse, Director-General of the International Labor Office.

This mission is one of a series that has been undertaken following a decision of the ILO's Governing Body providing for a continuing factual survey into conditions relating to freedom of association in the ILO member States. This survey includes studies to be made on the spot in member countries at the invitation of their governments.

The United States and the Soviet Union were the first countries to invite the Director-General of the ILO to make a survey. The report of the mission to the United States has already been published.

## *Visited Soviet Union*

On August 24, 1959, a mission composed of members of the ILO's Freedom of Association Survey Division left Geneva for the Soviet Union. Like the previous mission to the United States, it was headed by John Price, Chief of the Division and Special Assistant to the Director-General. The mission returned to Geneva on October 23, 1959. In August 1960 a further two-week visit was paid to the Soviet Union by the head of the mission. At that time he visited factories in the Sverdlovsk region, in the Urals.

On their arrival in Moscow, the members of the mission were received by A. P. Volkov, Chairman of the State Labor and Wages Committee of the Council of Ministers of the U.S.S.R. and by V. V. Grishin, Chairman of the All-Union Central Council of Trade Unions.

On the invitation of the Governments of the Soviet Socialist Republics of Byelorussia and the Ukraine, which are member States of the ILO, the mission also visited Minsk and Kiev. In addition, it visited eight other cities situated in the European and Asian parts of the Soviet Union. The mission thus gained first-hand information in Russia, including the Urals and Siberia, and in Byelorussia and the Ukraine, including the Crimea, in Georgia and in Uzbekistan.

The mission had consultations with Government officials, members and leaders of trade unions, directors of industrial enterprises and other interested people concerned; and it visited factories, State and collective farms and numerous trade union social institutions (palaces of culture, teaching and research institutes, libraries, sanatoria, clubs, sports grounds, holiday camps, etc.). In addition, the mission attended trade union meetings.

## *The Unions and the State*

In the first chapter of its report, which is devoted to observations of a general nature, the mission states that "the structure, functions and rights of the Soviet trade unions cannot be properly appreciated unless the economic, political and social structure of the Soviet State is taken into account. This question of 'background' or national circumstances is no less important in the case of the Soviet Union than it is in that of other countries."

The report adds that "the fact that private ownership of the means of production has been abolished is in the Soviet view of cardinal importance for an understanding of the situation of the Soviet trade unions and of the problem of freedom of association. . . .

"Although there are no longer any private employers in factories and farms, the latter nevertheless need labor and the workers need employment. Their work must be organized and supervised, their working conditions must be settled and arrangements for their remuneration must be devised. . . .

"Various methods for dealing with this situation have been adopted in the Soviet Union. But the net result has been—as far as the subject of the mission's study is concerned—that the

trade unions have come to occupy a prominent position in the Soviet State."

To illustrate the Soviet economic and social structure, the report cites articles of the Soviet constitution concerning socialization of the instruments and means of production and follows this with a brief analysis.

Every worker in the Soviet Union, says the report, is held to be participating in a common effort to raise the standards of living for everybody, including himself. His private interests and the sectional interests of his industry or locality are supposed to be submerged in those of the country and population as a whole.

## *Trade Union Struggles*

The mission states that because of the particular conditions prevailing during the time of the Russian czars—delayed arrival of the industrial revolution, a mainly agricultural population, illiteracy, and administrative and police repression—the organization of the workers was intimately bound up with political action.

In fact, says the report, "political action and economic action were regarded as parts of the same process, and the conviction had grown that no solution to the economic problems could be found without the abolition of the Tsarist system. . . . The struggle for economic betterment and social progress soon became identified with the struggle for political freedom."

From the very outset, trade unions were politically minded and constituted the main rank-and-file of the revolutionary parties, says the report. "Unity of purpose and action and also, to some extent, identity of leadership between trade unions and revolutionary parties were among the chief factors which accounted for the close link which was forged between the Soviet unions and the party."

The role played by the unions before, during and after the Revolution is described in more detail in a chapter of the report which gives a short history of trade unionism.

In the same chapter, the mission analyzes the place of the unions in the Soviet system, particularly as regards the Communist Party and the State. On these two points, the mission says: "To the Soviet mind, the nature of the relations between the



Communist Party and the trade unions rules out any idea of subordination imposed from above. The Party exercises its influence on trade unions through members of the unions who are also members of the Party. . . .

"The performance by the unions of major functions of a public character is not supposed to affect the independence of the union movement vis-a-vis the Government or the free exercise of their trade union rights. It does, however, imply constant cooperation between the authorities and the unions at all levels."

#### Legal Situation of Unions

In the chapter of the report dealing with the legal situation of the unions, the mission gives an analysis of legal texts (Constitution, Labor Code and other legislative texts and Rules of the trade unions) which affect union rights. The following subjects are examined: the right to organize; the registration of trade unions; legal personality and dissolution; trade union representation; protection of trade union representatives; civil responsibility of trade unions; legislation concerning the finances of trade unions; collective agreements; labor disputes; and the right to strike.

As regards collective agreements, the mission notes that the factory,

works or local committee enters into an agreement with the management of the undertaking on behalf of the wage earners and salaried employees, including engineers and technical staff. Agreements are renewable annually and apply solely to the undertaking concerned; there are no national agreements.

#### Agreement Contents

Dealing with the contents of these agreements, the mission states:

"The subjects dealt with in collective agreements include the obligation of the management and the factory committee to fulfil production plans, develop Socialist emulation and extend the use of advanced techniques. . . . The agreements also relate to the conditions and methods of wage payment and the fixing of output standards, training, labor discipline, labor protection and safety techniques, housing and welfare, catering arrangements and cultural facilities."

The mission did not hear of any specific instances of collective stoppages of work to defend the interests of the workers and to obtain better working conditions, says the report. "The persons with whom the mission discussed this matter simply stated that strikes were not prohibited by law in the Soviet Union, and that in

any case the workers did not have to resort to strike action and there was nobody for them to strike against, since the means of production belonged to them."

#### Trade Union Organization

The report says that there are 22 trade unions with a total of about 53 million members in the U.S.S.R. "These unions are organized vertically for the whole of the Soviet Union on the two basic principles (a) that all persons employed in any one factory, State farm or other institution belong to the same union, and (b) that each union comprises the employees of one segment of the national economy."

The supreme body of the trade union movement in the U.S.S.R. is the U.S.S.R. Congress of Trade Unions which selects the central body of the trade union organization, the All-Union Central Council of Trade Unions. The permanent organ of the Council is a presidium of elected members.

## Teamster Boxer Tries Comeback

Roland La Starza, the only fighter to ever beat former Champion Rocky Marciano, has taken a withdrawal card from Teamsters Local 945, and hit the comeback trail for the world's heavyweight crown held by Floyd Patterson.

La Starza has promised Mike Ardis, president of Local 945, that he would carry the 945 banner into the ring with him in his comeback attempt.

#### Impressed Workers

It was Ardis who hired La Starza as an organizer for the Local, and claims it was one of the best moves he ever made. "Workers are impressed by him, and employers are interested in meeting and talking to him," he said.

"We feel that he is bringing an important influence to bear to spur unionization in our fight against the open shop," Ardis added.

The college-educated La Starza was an outstanding amateur boxer, and it was during this period that he defeated Rocky Marciano. Later when they had both turned professional Marciano beat La Starza twice, once on a close decision, and the second time after La Starza suffered an arm injury.

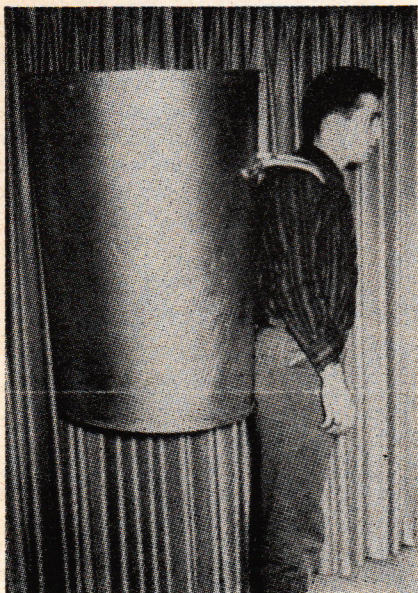
## Champs Wear Teamster Jackets



Softball champions of Local 377's league in Detroit is the A & P Bakery team. Local 377 sponsors a 10-team league within the chain stores industry. Shown above is the team with its recently-awarded trophies.



# WHAT'S NEW?



## Firm Markets Light Magnesium Containers

A California firm has recently introduced a new magnesium refuse collection container for back-door service which is 35 percent lighter than a comparable aluminum container. A 67 gallon magnesium container 24 inches in diameter and 36 inches high weighs only 13 pounds. For a collector making an average of 200 back-door collections per day this represents a 2,800 pounds, or more than a one ton, decrease in his daily carrying requirements.

## Handle Hot Work With Asbestos Glove

A cotton asbestos glove is being marketed from Toledo for working on hot engines. Making all hot work easier to handle, the glove fits either hand and saves burnt hands and knuckles when removing spark plugs, spark plug wires, etc.

## Work Stand with Wide Application Available

A work stand now being offered features wide adaptability and convenience. It has four drawers with sliding trays and a heavy-duty work top. This new stand is mounted on

swivel-type casters with composition rubber wheels. As an added convenience, the top may be reversed to provide a working tray with a 1/2-inch flange all around. The overall size of this useful work stand is 22 1/2-inches wide, 20 1/2-inches deep and 34 inches high.

## Mike Features Accuracy Without Fluctuation

A Minneapolis firm is offering a new precision brake drum micrometer with a spring-loaded drum dial that reads accurately, without fluctuation. According to the manufacturer, this micrometer locks itself for positive reading of maximum drum diameter with the first movement of the mike within the drum. The micrometer has a universal range from 6 1/2 to 18 1/4 inches.

## Tire Gauge Features Simplified Design

Based on the normal 11/32 tread, a new tire tread gauge reads from 0 percent for a new tire to 100 percent worn for a bald tire, in gradations by 10's. Its Cleveland distributor claims advantages for this gauge, particularly, its simplified design.

## Booster Unit for Air or Water Nozzle

A wide range of pressures of air or water or both simultaneously are available through use of a high velocity booster unit with finger-tip control. Particularly effective for vehicle and engine cleaning and degreasing, it is also recommended for radiator reverse flushing. This nozzle, manufactured in Cleveland, is designed for use with your present water and air hoses.

## Hands Free When New Stand Holds Carburetor

Both hands are left free to work when a carburetor down for repairs is clamped into a new carburetor repair stand. It holds it firmly in place on the workbench and can handle any carburetor, either the two or four-barrel type.

## Cleans and Lubricates Pneumatic Tools

A Buffalo concern is now marketing a device for cleaning and oiling pneumatic tools. This device contains two

tanks, one of which blows solvent through the tool to clean it, and the other then sends lube oil through for thorough lubrication. This new tool permits bearings, oilers, etc. to be field-cleaned because the whole unit is light enough to be carried from one job to another.

## Flexible-strap Reflector Is Convenient, Cheap

A flexible mounting for a rear end reflector lengthens the life of the entire unit and makes replacement easy. This flexible strap reflector is designed for trucks, tractors and other heavy equipment. Its rubber mounting unit is molded to form a tough shock cushion with a strap and 3/4 inch lens rim. For quick replacement, the rim is flexed and the lens "pops out."

## Tank Trucks Can Haul Dry Bulk Cement

Because of an ingenious design, it is now possible to transport dry bulk cement in tank trucks similar to those that haul gasoline. A woven canvas wall divides the truck horizontally. The top compartment holds up to 800 cubic feet of dry cement. The lower compartment remains empty. For unloading the cement, air is forced into the empty lower compartment. This air passes through the canvas and floats the cement through the delivery hose at the rate of five barrels per minute.

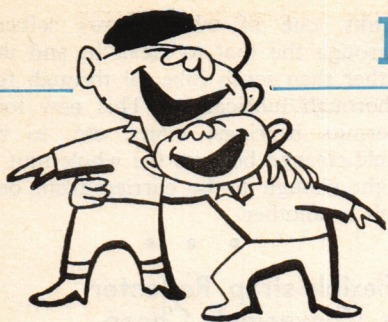
## Pipe Thermometer Easily Affixed.

A small circular thermometer is available that can be clipped to any pipe and gives temperature readings of the pipe surface. Two simple spiral spring clips do the attaching without need of branching or drilling. These thermometers are made to fit pipes up to 3 1/2 inches in diameter and two temperature ranges are available—for plus 32 to 320 degrees F. and for minus 14 to plus 134 degrees F.

## Lamp Eliminates Danger of Fire

The danger of fire or explosion from lanterns can be eliminated through the use of a portable fluorescent light for truckers. It plugs into the cigarette lighter and is only 18 inches long. Providing light for after-dark emergencies, it uses less power than parking lights and comes with a 15-watt tube and 35-foot cord.





# LAUGH LOAD

## Good Reason

Two men were seated in a bus. One of them noticed that his friend had his eyes closed.

"What's the matter, Bill?" he asked. "Feeling ill?"

"No, I'm all right," answered Bill. "It's just that I hate to see all these ladies standing."

## Explained

Bill—"Why did you have to go to an eye surgeon just for drinking coffee?"

Will—"I left the spoon in the cup."

## True

A teacher gave her class this problem:

"If there are seven flies on your desk and you kill one, how many will remain?"

"One," answered her most down-to-earth pupil, "the dead one."

## Good Reason

"Has your husband cured his deafness?"

"No, he's waiting until the children have finished having music lessons."

## Which?

Turning from the huge mound of work piled up in front of him, the tycoon roared at his secretary: "Jackson, where's my confounded pen?"

"Behind your ear, sir."

"Yes, yes, Jackson. Don't waste time. Which ear?"

## Steady Job

"How's your daughter getting on in Hollywood?"

"Fine. Got a steady job as bridesmaid to a film star."

## Complete Failure

Diesel Mechanic: "Here, you can just take this stuff back and refund my money. It won't work."

Druggist: "What in the world are you talking about?"

Diesel Mechanic: "I'm talking about this vanishing cream. I rubbed it all over my wife's mouth, but it's still there."

## Earthbound

I overheard two Madison Avenue advertising men chatting over a liquid lunch. Seems an acquaintance of theirs from the ad world had just gone to That Great Big Agency in the Sky. One said: "Did you hear about George Smith? He died last night!" . . . "Good Lord," said the other, "what did he have?" . . . "Nothing much," said the first guy, "just a small toothpaste account and a beer client . . . nothing much worth going after."

## Ask for Money

A young man applying for a police job in London, England, was asked what he'd do to break up a hostile crowd. "Take up a collection," he replied.

## Just the Same

"I just cannot understand why you are always worrying about nothing, Henry," an anxious wife said to her husband.

"Because that, my dear," he replied, "is exactly what I've got in the bank."

## Very Modern

"Hey, I don't see any street lamps," said a visitor to a resident. "You told me this village was lighted by electricity."

"It is," replied the resident "when ever we have a thunder storm."

## No Wonder

"My husband is certainly easy on

his clothes," said Mrs. McTwist. "He bought a hat twenty years ago, had it cleaned twice and exchanged it seven times in restaurants, and it still looks as good as new."

## Rah! Rah! Ah, So?

The Japanese student, who was attending an American university, wrote his father in Tokyo about his new school. "An American university," he wrote, "is a vast athletic institution where, fortunately, some studies are maintained for the benefit of the feeble-bodied."

## Say Not So

A haughty dowager visited the hospital to see her chauffeur, badly injured in an auto accident. The head nurse hesitated:

"He's a very sick man and should see no one but his family. Are you his wife?"

Highly indignant, the dowager blurted out: "I certainly am not—I'm his mistress."

## You Name It

Tanker Driver: "I went out with a new girl last night."

Line Dispatcher: "Yeah? What's she like?"

Tanker Driver: "Everything . . . filet mignon, lobster, strawberry shortcake, champagne . . . everything!"

## Stopped Cold

Clerk: "What can I do about women customers who insist on talking about low prices of the good old days?"

Floorwalker: "Just act surprised and tell them you didn't think they were old enough to remember back that far."

## Nothing Else

The Dynamometer Specialist was going with a girl he wanted to marry. So he went to her father for an interview.

Father: "Do you know I've heard a lot of bad tales on truck mechanics, so there's something I want to clear up. Do you drink anything?"

Dynamometer Specialist: "Oh, no, sir, only alcoholic beverages."



# FIFTY YEARS AGO

## in Our Magazine



FROM TEAMSTERS' MAGAZINE, FEBRUARY, 1911

### Cereal and Turkeys

A WELL known cereal manufacturer and New York's finest were the objects of two scalding articles reprinted in our February issue of the 1911 Teamster.

The cereal manufacturer, who incidentally is still mass producing his crunchy breakfast foods but his name shall remain anonymous, was accused of propounding that grand and glorious things would happen on eating his cereals. In fact the cereals were so beneficial to the sick and the healthy alike, it was frustrating to housewives. They didn't know whether to keep these potent cereals in the cupboard or the medicine cabinet.

The cereal manufacturer, it happens, was advertising in a nationally distributed weekly that his cereal would, among other things, accomplish the following:

- If you were suffering from appendicitis, eat this cereal and save yourself some doctor bills. After a few bowlfuls of cereal your appendicitis would clear up, the cereal ad said.

- The cereal in question was also advertised as a cure-all for everything from malaria to loose teeth.

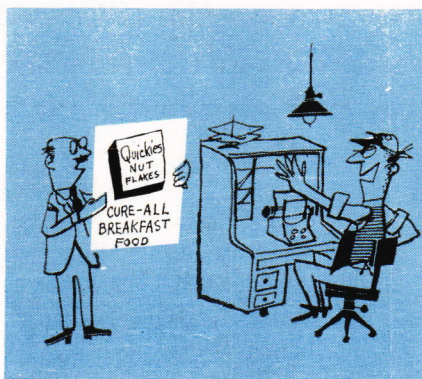
When these claims were presented to the editor of the national magazine in the form of an ad, he refused to run the ad saying the food company was advertising its food products as patent medicines.

As a result of the editor's action, the owner of the cereal company filed a libel suit against the editor and won a \$50,000 judgment against the magazine.

The rigors of the trial must have taken some of the steam out of the cereal manufacturer since today you can find his brightly colored boxes of cereal standing serenely on grocery shelves throughout the country and their only appeal is to the kids and their weakness for decoding rings, toy plastic soldiers and rocket ships that will be their reward if they buy this crunchy cereal.

The New York police force incident also concerned food. This time the issue was turkeys.

It seems that every year a certain employer of our members in New York City had established the practice of giving turkeys to their teamsters at



Christmas time. But when the Christmas season, 1910, rolled around, no turkeys for employees.

The teamsters didn't give too much thought to the matter until they found out that New York's finest were turning up with turkeys. When the police commissioner was asked where he got the turkeys he refused to disclose his source.

It was then that our members began to put two and two together. They recalled that during the year they had been forced to go out on strike against their employer and that police were called in to keep the pickets at bay. So, they reasoned, our employer is now paying off the police with our turkeys.

At the time the turkey incident was written off by the local press and considered a big joke at the expense of our turkeyless members. But no less than Samuel Gompers came to the rescue of our members, and in no uncertain terms.

He asked the police commissioner what right he had to conceal names or to

give over to police anything above their salaries. And he wondered if the "donation" would help to "strengthen police clubs in succeeding strikes."

Well, in the end the policemen ate their turkey anyhow, but we wonder if after all the furor it didn't taste more like crow.

### Strike Ethics

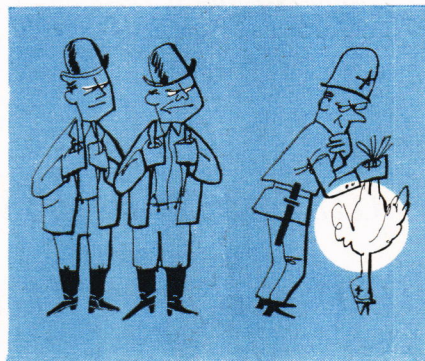
SOME solid advice on strikes, including some answers to the question when is a strike ethical and when is it not? and labor's philosophy on strikes, came from our president in the February issue of our 1911 official magazine.

President Tobin noted that in the past the General Executive Board had been asked by certain locals for permission to strike and in some cases this permission was refused. He then explained why and under what circumstances this permission was withheld.

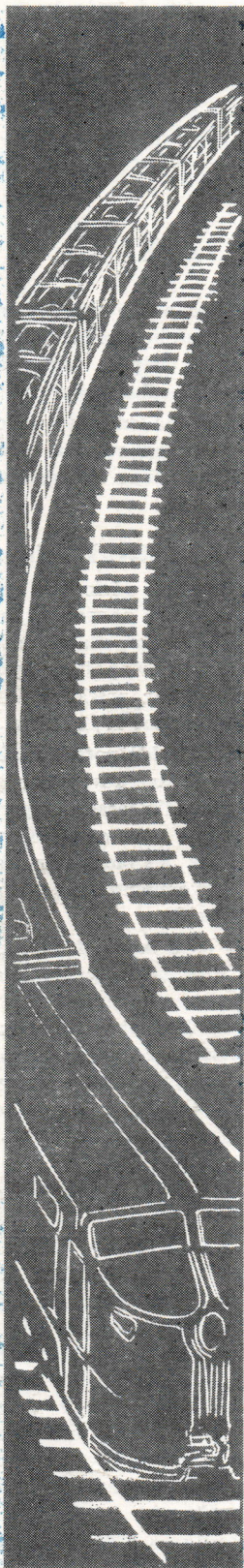
1. No local union should enter into a conflict with its employers unless it is at least 80 percent organized. It is absolutely foolish to think they (local unions) can win unless their craft is in some condition to fight, for your employers know your condition, they know the situation and they usually are prepared.

2. Never underestimate your employer. Some of our local unions make this mistake, feeling that they are the only ones that know how to fight in a struggle with capital or employers. They make the mistake that the other fellow whom they are going to tackle has no brains, or no power of using their sinews of war at all. This is a serious mistake. You must always give the other fellow the benefit of the doubt and always understand that in a conflict in which two are engaged that both have some brains and understanding.

3. Finally, even if you think there is a chance of winning a particular strike, it is better to seek an honorable settlement rather than go on strike at the risk of driving an employer to the wall. We do not seek to destroy the business of our employers. We want them to prosper in their business as we know that the success of our employers means our success.







"To thousands of automobile trucking company people the picture above (of an endless procession of railroad flatcars moving automobiles stacked three cars high) symbolizes disaster. But to the railroads it represents the first major success—and a sudden and dramatic one at that—in their two-year-old battle to recapture business by selectively cutting rates and by using new equipment."

BUSINESS WEEK, DEC. 17, 1960

*This excerpt from a Business Week report on how railroads are taking over the car-haul business from trucks has two key phrases which should concern every Teamster: "first major success" and "selectively cutting rates."*

*These phrases mean this is only the beginning of the railroads' war to pirate business away from trucks by tricky rate cuts, with the blessing of a railroad-inclined Interstate Commerce Commission. Other Teamster jobs will also be in jeopardy if the rails are successful. You can help blunt this "first major success."*

*If you—or a friend or relative—are about to buy a new car, ask how it was shipped from the factory.*

*Refuse to buy any car unless it was shipped to the dealer by truck!*

